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ABSTRACT

This is the first yearbook published under the new name--the National Association for Public Continuing and Adult Education (NAPCAE); however, the activities recorded took place while the organization was still called the National Association for Public School Adult Education. Statistics of public continuing and adult education deal with adult education legislation, imperatives for action, state support for adult education, educational attainment, work experience patterns, teachers' salaries, enrollment data, expenditures, and administrative and instructional personnel. Directories present lists of state organizations associated with NAPCAE, state department personnel, voluntary associations, federal government agencies, graduate programs, and the organizational chart of the Department of Health, Education, and Welfare. Also included are NAPCAE's membership and a directory of advertisers. The appendix gives NAPCAE's constitution and publications, as well as its regional representatives. (NL)

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THE PUBLIC CONTINUING & ADULT EDUCATION ALMANAC is the yearbook of the National Association for Public Continuing & Adult Education, an affiliate of the National Education Association. Editor, Margaret Samet. The *Almanac* is provided without charge to Active Members and Subscribers. Price to Associate Members: $5 per copy. Price to nonmembers: $10 per copy.

INTRODUCTION

This is the first edition of the *Almanac* published under our new name—the National Association for Public Continuing and Adult Education. However, the activities recorded herein took place while the organization was still called the National Association for Public School Adult Education. The name change, which was a part of the constitutional revisions adopted on December 9, 1969, became effective January 1, 1970. For our purposes the new acronym, NAPCAE, is pronounced the same as the old acronym, NAPSAE.

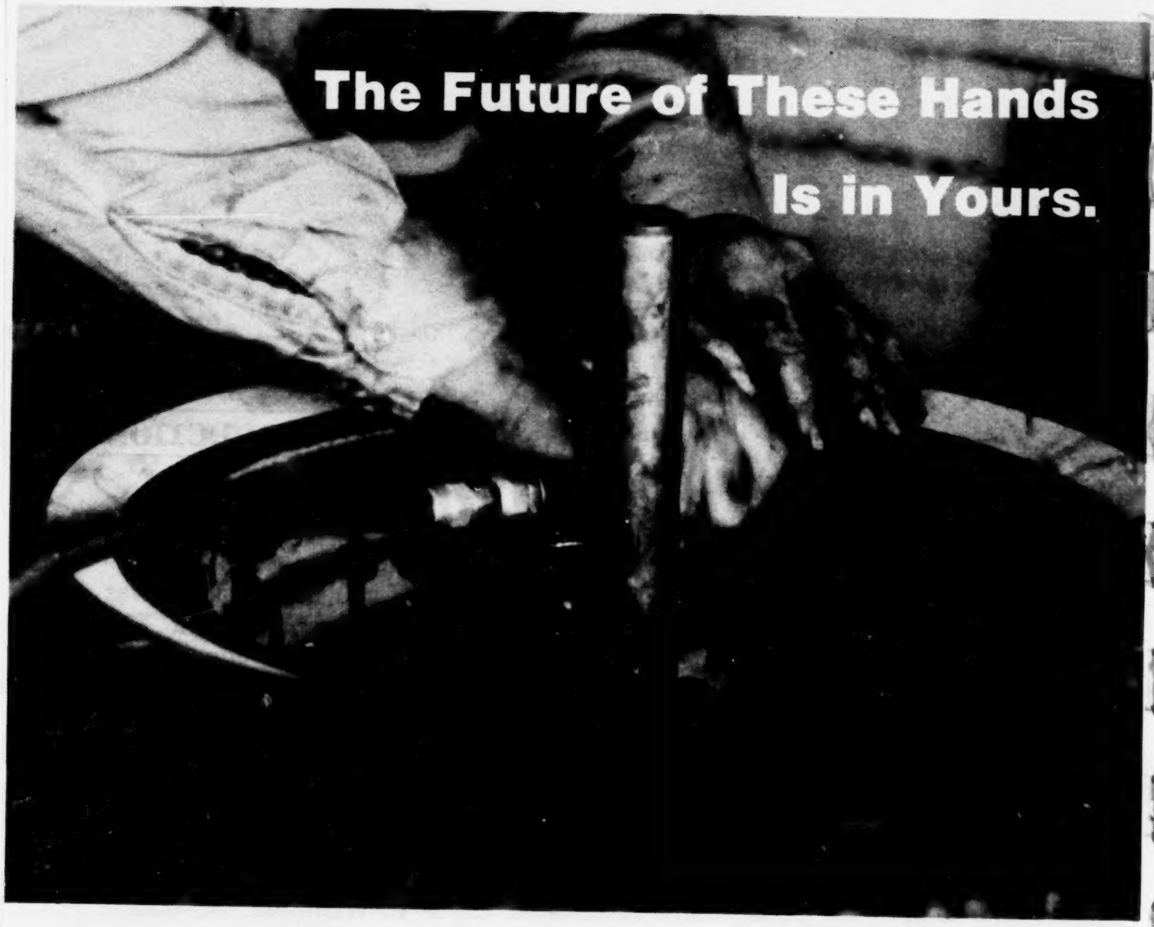
The popular and useful features of previous editions of the *Almanac* are repeated and updated in this 1970 edition. Our new Constitution is included in its entirety, and members are urged to acquaint themselves with it. Suggested constitutional changes are welcomed and should be sent to the chairman of the Constitution Committee, Clyde E. Weinhold, immediate past president.

Perhaps the most widely acclaimed feature is the section on state support for adult education. State directors of adult education again responded to our request for information and enabled us to assemble the only collection of up-to-date information of this nature available anywhere. We are indebted to the state directors and their staffs for their continuing cooperation.

For the third year the general editor is Mrs. Margaret Samet, NAPCAE's capable administrative assistant. She provided the leadership for what was a group effort involving many people from many staffs.

We now have a new name, a changing image, and broadened membership criteria. Anyone who supports our purpose, which is to give leadership to the development and implementation of public and continuing adult education, is eligible for membership in NAPCAE. On page 159 you will find a tear-out membership/publications order form. It is for your use. We also hope that you will send us your suggestions on ways in which we can improve our *Almanac* next year. This is your publication. May you find it a useful

James R. Dorland
Executive Secretary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WHAT IS NAPCAE?

The National Association for Public Continuing and Adult Education, a national affiliate of the National Education Association, exists to give leadership to the development and implementation of public continuing and adult education in the United States. Until December 31, 1969, the organization was known as the National Association for Public School Adult Education. The new name was adopted unanimously in a constitutional change designed to denote a wider range for potential service and membership. Before the constitutional changes were enacted, members had to have some functional connection with public school adult education programs; membership is now open to anyone who supports the purpose of the Association. Emphasis remains on publicly supported adult and continuing education programs in such institutions as elementary, junior and senior high schools; community and junior colleges, college and university extension and evening divisions; correctional institutions; and government educational agencies—federal, state and local.

There are four NAPCAE membership categories with the following annual dues: Active—$20; Associate—$5; Institutional—$50; Emeritus—$5. There is also a Subscription Service available at the same annual rate as an Active Membership, $20. At the end of 1969 the active membership was approximately 2,200 and the associate membership 4,000. The goal for 1970 is a minimum of 3,000 active members and 5,000 associate members. A newly created category is the Institutional Membership. Each institutional member receives two copies of all of NAPCAE's regular publications and has the right to designate one person as an active member from the institution. Institutional and active members and publication subscribers receive the *Public Continuing and Adult Education Almanac* and the three newsletters—*Techniques for Teachers of Adults, Administrators Swap Shop,* and the *Pulse of Public Continuing and Adult Education.* Associate members, largely teachers, receive *Techniques.* Emeritus members must be former active members who have retired.

NAPCAE maintains its national offices in the headquarters building of the National Education Association in Washington, D.C. There are 29 state affiliates of NAPCAE, one national affiliate—the National Council of State Directors of Adult Education—and another national group which will officially become affiliated with NAPCAE during 1970—the National Council of Urban Directors of Adult Education. These affiliates maintain active programs in such areas as legislation and improvement of professional standards and in general perform such functions at the state and local levels as does NAPCAE at the national level. A financial rebate is granted annually to each state affiliate for each of its active members who is also an active member of NAPCAE.

NAPCAE is incorporated as a business league and maintains year-round surveillance of Congressional activities as they relate to adult and continuing education. It has received favorable national attention for its aggressive yet responsible legislative activities. In addition to its regular publications, it also publishes special publications from time to time. During 1969 two new publications were *Administration of Continuing Education*, edited by Nathan Shaw, and *Teaching the Disadvantaged Adult*, by Curtis Ulmer. Scheduled for publication early in 1970 is *A Second Treasury of Techniques for Teaching Adults*, by Virginia Warren.

During 1969, NAPCAE was actively involved in a number of special projects. It conducted an evaluation of the adult basic education program in the state of New Hampshire, developed a highly acclaimed visual/auditory word recognition test under contract with the Flint (Michigan) schools, developed a national plan for professional development in adult education for the U.S. Office of Education under a contract with Florida State University, conducted an evaluation of the adult education operations within the Colorado State Department of Education, and carried out a series of professional development seminars under contract with the state department of education in Maine. Executive Secretary James R. Dorland welcomes inquiries from institutions or organizations who would like to learn more about NAPCAE's special field services.

NEA AND NAPCAE

On June 1, 1969, the Division of Adult Education Service of the NEA and the former NEA Department, the National Association for Public School Adult Education, became separate operational and fiscal units. This followed a period of more than 17 years during which the NEA—through its Division of Adult Education Service—provided the staff for NAPSAE as well as many other direct services.

Following the June 1 reorganization, the offices of the two operations were rearranged to give separate identity to each unit. However, the staff members of NAPCAE and the Division continue to occupy the same general suite of offices and there are frequent opportunities for continuing consultation.

Robert A. Luke, who had served in the dual capacity of executive secretary of NAPSAE since its founding in 1952, and as director of the Division of Adult Education since 1962, resigned on May 12 as executive secretary of NAPSAE to become full-time director of the Division. On that same date, James R. Dorland, formerly associate director of the Division, was named executive secretary of NAPSAE. Richard W. Cortright was appointed assistant director of the Division of Adult Education Service. Carl E. Minich continued as coordinator of Project Interchange.

Continuing Programs of the Division

The NEA Adult Education Clearinghouse. This program, formerly operated with the fiscal and staff cooperation of NAPSAE, is now the full responsibility of the Division. The Clearinghouse obtains, processes, and disseminates information about all aspects of adult education. Particular attention is given to elementary level and high school completion programs for adults. The Clearinghouse collects books, catalogs, newspaper clippings, project proposals, curriculum guides, case histories, training designs, evaluations of training programs, names of resource specialists, effective news releases, bibliographies of instructional materials, slides and filmstrips.

The Clearinghouse also contains the most single comprehensive collection of information on adult education in Latin America. This collection is on loan from the Adult Education Association of the U.S.A.

The Clearinghouse supplies written answers to requests for information about adult education by providing (1) copies of documents (when possible), (2) summaries of information, (3) referral service, and (4) by citing references.

Project Interchange. The primary goal of the Project is to transfer to the preventative programs for pre-dropouts operated by public schools the skills and methods developed in the remedial education programs of the Job Corps.

Until the present time, the major thrust of the Project has been in helping individual school districts improve their instructional program for educationally disadvantaged young adults. This has been done by arranging for teams of teachers from selected local schools to participate in various kinds of intern experiences at Job Corps conservation centers. A less intensive, though still substantial phase of the program has been the dissemination of information—through a filmstrip, publications and representations at professional meetings—about the teaching skills, techniques, and materials developed not only by the Job Corps, but by the school districts involved in Project Interchange. For the next 12 months a stepped-up effort to work more closely with NEA units and with state and local associations in the dissemination of Project Interchange findings will become a major program responsibility.

New Areas of Service

The Division staff is now developing a gradual expansion and enlargement of its service program.

Service to state and local associations in professional negotiations. The Division will be of service, working through the regional offices of the NEA, to state and local associations wishing to make the extension and development of educational services to adults a part of the agreements concerning instructional services now being increasingly considered as an important aspect of professional negotiations.

Improving salaries. The Division will work toward the improvement of the salaries and fringe benefits (hospitalization, sick leave, annual leave, etc.) of part-time instructors, specifically those in the field of adult education. A variety of benchmarks to guide in salary negotiations has been developed.

Encourage consideration of school dropouts in contract negotiations. The Division staff, in cooperation with the Research Division and by use of its publication, *Negotiation Research Digest*, is identifying, collecting, and filing negotiation agreements—either proposed or agreed to—which call for boards of education to make available opportunities for elementary and secondary education to dropouts who wish to return to school. Working through appropriate staff in regional and state offices, the Division will encourage the inclusion of such items in an expanding number of negotiated agreements.

Promote development of comprehensive programs. Members of the Division's staff will serve as consultants in identifying the elements of a comprehensive adult education program capable of making a difference in meeting pressing economic and social needs of American society. The information thus developed (curriculum objectives, administrative and salary standards, guidelines in selections of materials, etc.) will be made available, through the NEA regional offices, to state and local associations wishing to add adult education program aspects to the negotiation package.

Dropout prevention. At the present time there is no NEA unit charged specifically with focusing NEA concern on the early school leaver. A variety of circumstances is placing the Division increasingly in this area.

The Division of Adult Education Service is now in the unique position of being able to serve the total educational profession, and bring to the profession's attention the responsibilities and opportunities it has for providing to adults the same opportunities for an education that it does to children.

DIVISION STAFF

ROBERT A. LUKE, *Director*
RICHARD W. CORTRIGHT, *Assistant Director*
CARL E. MINICH, *Coordinator of Project Interchange*

HEADQUARTERS STAFF

1201 Sixteenth Street, N.W., Washington, D.C. 20036
Telephone: 202—223-9400

JAMES R. DORLAND, *Executive Secretary*

MRS. MARGARET SAMET, *Administrative Assistant*

LEONA BUNKLEY, *Publications Secretary*

MRS. CAROL DAY, *Secretary*

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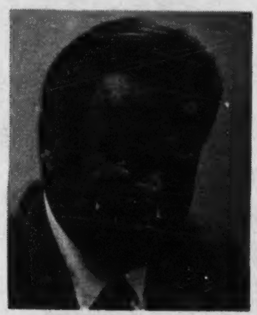
MRS. HELEN SWANN, *Secretary*

OFFICERS

National Association for Public Continuing & Adult Education
1970



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Monroe C. Neff
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Rose Mary Pattison
Secretary

Clyde E. Weinhold
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Past-President

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Frank Lawrence

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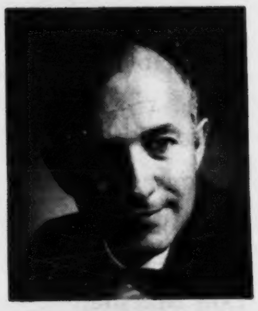
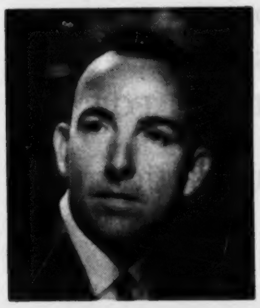
William Valade

Term Expires in 1971



George F. Aker



Keith Bennett

Donald Butcher

Thomas F. Damon

Alexander Kruzel

Gordon Wasinger

1970 COMMITTEES AND CHAIRMEN

ACCREDITATION	Robert Troutman/ William Valade
ADULT BASIC EDUCATION	Joseph Mangano
AWARDS	Frank B. Lawrence
COMMUNITY COLLEGES AND JUNIOR COLLEGES	Richard Klein
1970 CONFERENCE	Catherine Kirkland
1971 CONFERENCE	William Johnston
1972 CONFERENCE	Elmer Mueller
1973 CONFERENCE	Wilmer Bell
CONSTITUTION	Clyde Weinhold
COUNCIL OF URBAN DIRECTORS	William Koehler
CURRICULUM DEVELOPMENT	Evelyn Pickarts
FINANCIAL PLANNING	John Holden
HIGH SCHOOL COMPLETION FOR ADULTS	Judson Bradshaw
INTERNATIONAL ADULT EDUCATION	Raymond Parker
LEGISLATION	Monroe Neff/ James Dorsey
MEMBERSHIP	Lois Marshall
NAPCAE/AEA JOINT COMMITTEE	Raymond McCall
NOMINATIONS AND ELECTIONS	James Sheldon/ C. J. Johnston/ William Ghan
PROFESSIONAL DEVELOPMENT	Angelica Cass/ George Aker
PUBLIC AND PROFESSIONAL RELATIONS	Alexander Kruzel
PUBLICATIONS	Curtis Ulmer
RESEARCH	Richard Cortright/ Thomas Damon
STATE AND AFFILIATED ASSOCIATIONS	Keith Bennett/ John Hatfield
STATE DIRECTORS	Richard Gartner

NAPCAE AWARD RECIPIENTS

Outstanding Service Awards

1954

* Shelby Jackson, state superintendent of public instruction, Louisiana State Department of Education, Baton Rouge. La. Now special adviser on education to the Governor.
Lucile S. Peach, supervisor of adult education, Rapids Parish School Board, Alexander, La.
† G. Alden Jackson, principal, Van Nuys Adult School, Los Angeles, Calif. Later administrative assistant, Los Angeles City Board of Education.
* Ona Wagner, director of adult education, Lincoln City Schools, Lincoln, Nebr.
† A. W. Castle, director, Division of Extension Education, State Department of Public Instruction, Harrisburg, Pa.

1955

* Will Lou Gray, director, Opportunity School, West Columbia, S.C.
* Edna Yanda, Adult Education Department, Cleveland Public Schools, Cleveland, Ohio.
† Albert Owens, director of adult education, Philadelphia Public Schools, Philadelphia, Pa.
† E. Manfred Evans, assistant superintendent of schools, Adult Education Branch, Los Angeles, Calif.
John B. Holden, Continuing Education Service, Michigan State College, East Lansing, Mich. Now director of Graduate School, U. S. Department of Agriculture, Washington, D.C.

1956

* Loy B. LaSalle, director of adult education, Lansing Public Schools, Lansing, Mich.
Leland P. Bradford, director, Division of Adult Education Service, National Education Association, Washington, D.C. Now director, National Training Laboratories, NEA.
* George Mann, chief, Bureau of Adult Education, State Department of Education, Sacramento, Calif.

1957

Angelica W. Cass, associate, Americanization and Adult Elementary Education, Bureau of Adult Education, State Department of Education, Albany, N.Y. Now program head, Adult Education Graduate Program, City College of N.Y.
† Ralph Crow, director of adult education, Cleveland Public Schools, Cleveland, Ohio.
Robert A. Luke, director, Division of Adult Education Service, NEA. Former executive secretary, National Association for Public School Adult Education, Washington, D.C.

---

* Retired † Deceased

1958

* Everett C. Preston, state director of adult education, State Department of Education, Trenton, N.J.

Francis A. Turner, assistant director, Bureau of Community Education, Board of Education, New York, N.Y.; assistant superintendent in charge of zoning, Board of Education, New York, N.Y.

Howard Johnson, principal, Emily Griffith Opportunity School, Denver, Colo.; deputy superintendent, Denver Public Schools, Denver, Colo.

1959

* Sara Frances Smith, director of adult education, Stamford Public Schools, Stamford, Conn.

* Lloyd M. Wolfe, director of adult education, Jackson Public Schools, Jackson, Mich.

Kenneth E. Oberholtzer, superintendent of schools, Denver, Colo.

1960

* R. J. Pulling, chief, Bureau of Adult Education, State Dept. of Education, Albany, N.Y.

1961

* Henry J. Ponitz, chief, Division of Adult Education, Department of Public Instruction, Lansing, Mich.

1962

Sam E. Hand, state supervisor, General Adult Education, State Department of Education, Tallahassee, Fla. Now director, Continuing Education and School Services, Florida State University, Tallahassee, Fla.

1963

Robert H. Coates, director, School Extension, Philadelphia Public Schools, Philadelphia, Pa.

1964

Wilmer V. Bell, director of adult education, Baltimore Public Schools, Baltimore, Md. Now assistant superintendent.

1965

Edward W. Brice, director, Adult Education Branch, U. S. Office of Education, Washington, D.C. Now an adult education consultant.

1966

Carl E. Minich, director, Amherst Central Adult School, Amherst, New York. Now coordinator, Project Interchange, Division of Adult Education Service, NEA.

---

* Retired. † Deceased

1967

Arthur P. Crabtree, consultant, adult basic education, New Jersey State Department of Education, Trenton.

1968

Margaret Kielty, director of adult education, Fitchburg City Schools, Fitchburg, Massachusetts.

1969 Outstanding Service Award Recipient

E. D. Goldman

E. D. "Ted" Goldman, associate superintendent of schools in the San Francisco Unified School District, received NAPCAE's Outstanding Service Award for his significant contributions to public school adult education. Dr. Goldman served as President of NAPSAE in 1959 and as general chairman of its annual conference in 1958.

Awards of Merit

1960

Charles S. Mott, founder of Mott Foundation, Flint, Mich.
*** Thomas D. Bailey, superintendent of public instruction, State Department of Education, Tallahassee, Fla. Now president, Florida Savings and Loan Association.**

1961

C. Scott Fletcher, former president of The Fund for Adult Education, White Plains, N.Y. Now president, Educational TV Stations, National Assoc. of Educational Broadcasters, Washington, D.C.
Arthur F. Corey, executive secretary, California Teachers Association, Burlingame, Calif.

1962

George D. Crothers, director, Public Affairs Programs, Columbia Broadcasting System, New York, N.Y. Now producer, CBS News, New York, N.Y.

1963

Mary Tinglof, president, Los Angeles City Board of Education, Los Angeles, Calif. Now Mary Tinglof Smith, USAID, Rio de Janeiro/HRO.

1964

Representative Carl D. Perkins (D-Ky.).

1965

The Honorable Richard J. Hughes, Governor of New Jersey.

1966

Samuel Halperin, deputy assistant secretary for legislation, Department of Health, Education and Welfare.

1967

Cyril O. Houle, professor of education, University of Chicago, Illinois.

1968

Senator Wayne Morse (D-Ore.).

1969 Award of Merit Recipient

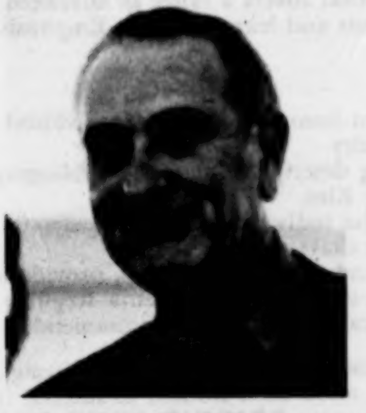
Frank Manley

Frank Manley, executive director of the Mott Foundation in Flint, Michigan, was given NAPCAE's Award of Merit for the leadership he has exerted in extending the concept of community education. Dr. Manley, who is known as the father of the community school movement, was the person who interested C. S. Mott in investing millions of dollars in community education.

SPECIAL RECOGNITION

Robert A. Luke

Robert A. Luke was presented with a book which contained pictures and testimonial letters representative of events he participated in and people he worked with during his period of service as NAPSAE's first executive secretary, from 1951-1969. Mr. Luke is now serving fulltime as director of the Division of Adult Education Service of the NEA. He received the NAPSAE Outstanding Service Award in 1957.



Lyndon B. Johnson

Former President Lyndon B. Johnson was awarded a special citation which was presented to him in a private ceremony in Washington, D.C., December 10. Mr. Johnson was cited as being the "Teacher in the White House" under whose leadership American education made its most spectacular federal legislative advances. The first specific federal support for adult education came during Mr. Johnson's tenure in the White House.

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AWARENESS in Education

NAPCAE'S 17th ANNUAL CONFERENCE

NAPCAE's 17th annual conference took place in a spectacular setting as a part of the largest adult education gathering ever held—the Galaxy Conference on Adult Education, at the Sheraton Park and the Shoreham hotels in Washington, D.C., from December 6-11. Some 3,000 adult educators registered for the Galaxy Conference which featured several joint sessions in addition to the regular annual conferences of the participating organizations.

NAPCAE's conference began with a Teachers' Day whose more than 600 participants heard stimulating speeches by adult education philosopher and poet, Robert Blakely, and NEA's Lawrence Derthick, former U. S. Commissioner of Education. HEW Deputy Secretary James Farmer keynoted the NAPCAE conference with remarks geared to the conference theme, "Creating a Learning Community for the 1970's." Small work groups explored in depth the problem-solving process of confrontation, search, and coping throughout the conference. At the Fellowship Luncheon Senator Jacob Javits implored the adult educators to lobby aggressively in behalf of NAPCAE-sponsored legislation, to extend adult basic education through high school. The final general session of the NAPCAE conference heard AASA President-elect Harold Eibling, superintendent of the Columbus, Ohio, public schools, describe an ideal learning community from the standpoint of a big city superintendent of schools.

Other NAPCAE conference highlights included a German buffet dinner and entertainment at the Rockville, Maryland, Civic Center; a NAPCAE Wives Tour of the White House; entertainment by the U. S. Air Force Band and Singing Sergeants, and the Montgomery County Orchestra; committee meetings open to all members for the first time; and "Meet the Author" sessions with the authors of the chapters of NAPCAE's new book, *Administration of Continuing Education*. Secretary of State William Rogers delivered a major foreign policy address at the Galaxy Conference.

The NAPCAE business meeting saw the adoption of sweeping constitutional changes including the new name, the National Association for Public Continuing and Adult Education, and a new membership/dues structure. A policy statement, "Imperatives for Action" for adult and continuing education, was adopted at the business meeting. This was in keeping with the Galaxy theme, "Learning to Change: A Social Imperative." The Board of Directors voted for the Association to become a member of the newly forming organization, the Coalition of Adult Education Organizations.

John B. Holden, director of the U. S. Department of Agriculture Graduate School, served as overall chairman of the NAPCAE conference, and President Clyde Weinhold, director of the Bureau of Adult and Continuing Education in the New Jersey State Department of Education, represented NAPCAE on the Galaxy Conference Planning Committee. Mrs. Norma Day, director of adult education in Montgomery County, Maryland, served as local arrangements chairman.

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R. L. Stevenson
W. Thackery
Tocqueville
Mark Twain
William Wordsworth

Joseph Addison
Matthew Arnold
Francis Bacon
Samuel Coleridge
Thomas Carlyle
Chesterfield
August Comte
Stephen Crane
Rene Descartes
Charles Dickens
Epictetus
Benjamin Franklin
Francois Guizot
Hegel
Hippocrates
T. H. Huxley
John Locke
Machiavelli
John S. Mill
Montaigne
Hans Oerstad
Pascal
Plutarch
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NAPCAE PRESIDENTS AND CONFERENCES

Date	*Location*	*President*	*Chairman*
October 1952	East Lansing, Mich. Theme:	 *Founding Assembly*	
October 1953	New York, N.Y. Theme:	Manfred Evans *Intellectual Freedom and the Democratic Process*	Manfred Evans
November 1954	Chicago, Ill. Theme:	Loy B. LaSalle *Building the Public School Adult Education Curriculum*	John Schwertman
November 1955	St. Louis, Mo. Theme:	R. J. Pulling *The Role of the Public School Adult Educator*	Ralph Crow
November 1956	Atlantic City, N.J. Theme:	Ralph Crow *How Can We Build Better Programs for Adults in Our Communities?*	Everett Preston
November 1957	San Diego, Calif. Theme:	Everett Preston *Building Adult Education in the Public School System*	Howard Johnson
November 1958	Cincinnati, Ohio Theme:	Howard Johnson *Maintaining Adult Education in the Public School System*	E. D. Goldman
November 1959	Buffalo, N.Y. Theme:	E. D. Goldman *Building Goals for Public School Adult Education*	Carl E. Minich
October 1960	Denver, Colo. Theme:	Carl E. Minich *Building Bridges to Better Understanding*	S. E. Hand
November 1961	Washington, D.C. Theme:	S. E. Hand *Meeting the Challenge of Change*	Wilmer V. Bell
October 1962	Detroit, Mich. Theme:	Wilmer V. Bell *Key Issues in Public School Adult Education Today*	Henry J. Ponitz
November 1963	Miami Beach, Fla. Theme:	Robert F. Schenz *Newer Resources for Adult Learning*	S. E. Hand
October 1964	San Francisco, Calif. Theme:	Harrison G. Otis *Improvement of Instruction in Adult Education*	J. Richard Smith

Date	*Location*	*President*	*Chairman*
November 1965	New York, N.Y.	ELMER A. MUELLER	ERNEST MCMAHON
	Theme:	*The Turning Point in Adult Education*	
November 1966	Chicago, Ill.	J. RICHARD SMITH	THOMAS MANN
	Theme:	*Reflection-Action-Projection*	
November 1967	Philadelphia, Pa.	ROBERT H. COATES	CLYDE E. WEINHOLD
	Theme:	*Adult Education for Social Change*	
November 1968	Seattle, Wash.	ROBERT E. FINCH	RICHARD KLEIN
	Theme:	*Space Age Education for Adults*	
November 1969	Washington, D.C.	CLYDE E. WEINHOLD	JOHN B. HOLDEN
	Theme:	*Creating a learning Community for the 1970's*	

FUTURE NAPCAE CONFERENCES

— Where and When —

Oct. 26-30, 1970	Regency Hyatt House	Atlanta, Ga
Nov. 7-11, 1971	Biltmore Hotel	Los Angeles, Calif
Nov. 16-21, 1972	Leamington Hotel	Minneapolis, Minn.
1973	Statler Hilton Hotel	Baltimore, Md.
1974		Miami Beach, Fla.

ADULT EDUCATION LEGISLATIVE SUMMARY

Very few tangible legislative accomplishments in the area of adult education were reported during the first session of the 91st Congress. NAPCAE-sponsored legislation to extend adult basic education through high school was introduced in the Senate (S. 1663) by Senator Jacob Javits (R-N.Y.) and in the House (H.R. 13616) by Representative Carl Perkins (D-Ky.). NAPCAE representatives testified in favor of both bills. Neither was acted upon by the end of the first session (see following box). Perhaps the most controversial education issue faced by the Congress was the Appropriations Bill for educational programs. With the fiscal year half over at the time of the Congressional adjournment in December, the fiscal year 1970 appropriations measure had not yet been passed and faced the threat of a veto by President Nixon. Educational programs were funded through January 30 under terms of a continuing resolution which permitted funds to be expended at the same rate as during the previous fiscal year, FY 1969. The only major education bill passed during 1969 was the guaranteed student loan bill (P. L. 91-95) which raised the effective interest rate on student loans to 10% and increased the authorizations on three other loan programs.

Status of major education bills at end of first session—91st Congress

Bill	House	Senate	Provisions and Comments
General Education Assistance Act of 1969 HR 10833 S 2199	Hearings concluded	In committee	NEA bill to authorize payments of $100 per school-age child to the states for increasing teachers' salaries and meeting other urgent needs. Bill provides additional $2.5 billion for poorer states.
Professional Negotiations Act for Public Education, 1969 S 1951 HR 12484	In committee	In committee	Establishes a Professional Education Employees Relations Commission in HEW to mediate disputes between school boards and teacher organizations. Authored by NEA, bill provides recourse to Commission should either side refuse to negotiate.

Status of major education bills at end of first session—91st Congress

Bill	House	Senate	Provisions and Comments
Elementary and Secondary Amendments of 1969 HR 514 S 2218*	Passed April 23	Ordered reported by full committee	HR 514 extends ESEA through fiscal 1972 and consolidates several programs. S 2218 is a 4-year extension and contains $1.5 billion in increases mostly for Title I. Both expand impact-aid program to include children who live in public housing.
Medicare for Teachers S 2969 HR 12473	Hearings concluded	In committee	Extends Medicare coverage to teachers not presently covered, through agreements between HEW and state governments.
School Lunch Amendments HR 515	Passed March 20	Hearings concluded	Amends National School Lunch Act of 1946 and Child Nutrition Act of 1966, establishing uniform criteria for eligibility; requires states to provide at least 4 percent of the state matching requirement (3-1) from state tax revenues for FY 1971 & 1972, adding 2 percent each year until such revenues make up 10 percent of matching requirement.
School Lunch Reform Act S 2548 HR 14660	Introduced November 4	Hearings concluded	Similar to HR 515 but increases food authorizations to $300 million by 1972.
Special Milk Program for Children HR 5554	Passed May 6	In committee	Makes special milk program permanent, with authorization of $125 million annually.
Economic Opportunity Amendments of 1969 HR 12321 S 3016	Signed by the President December 24, 1969 Public Law 91-177		Extends the Economic Opportunity Act for two years. Amendment allowing governors veto power over the Legal Services Division of OEO was deleted and drive to turn control over to the states was defeated.

* Was amended to include NAPSAE-sponsored legislation (S. 1663) to extend adult basic education through high school.

Status of major education bills at end of first session—91st Congress

Bill	House	Senate	Provisions and Comments
Labor-HEW Appropriation FY 1970 HR 13111	Passed conference report	Conference report pending	Provides operating funds for U.S. Office of Education and antipoverty programs. The final bill is $1 billion above the Administration request. Funding for ESEA Title I was dropped in conference.
Manpower Development Bills HR 10908 HR 11620 HR 13473—S 2838	Hearings in progress	Hearings in progress	Establishes new manpower policies with more authority to the Department of Labor.
Grant Consolidation Act HR 10954 S 2035	Hearings concluded	Hearings concluded	Gives the President power to consolidate federal assistance programs; becomes law within 60 days if Congress does not register objection.
Guaranteed Student Loan Bill HR 13194	Public Law 91-95		Raises government guaranteed interest on student loans from 7 percent to 10 percent.
Vocational Education Extension Act HR 13630	Passed December 16		Extends to 1972 the vocational programs established by the Vocational Education Amendments of 1968. On Senate side contained within ESEA.
Mobile Teachers Retirement Act HR 13916	Hearings concluded		Improves education by increasing the freedom of teachers to cross state lines without losing all retirement benefits.

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IMPERATIVES FOR ACTION[1]

THE TASK

To achieve an effective and balanced system of adult and continuing education in the United States it is essential:

1. **That the role of the Coalition of Adult Education Organizations be formalized and strengthened;**
2. **That the Coalition in turn give leadership to the establishment of a political action unit with responsibility for influencing legislation at state and federal levels;**
3. **That together the Coalition and the political action unit lend fullest efforts to the achievement of the following Imperatives for Action:**

I. TO ELIMINATE EDUCATIONAL DEFICIENCIES OF AMERICAN ADULTS

More than eight million Americans over the age of twenty-five have less than five years of formal schooling, and millions more lack a high school education or its equivalent. Through adult and continuing education, these millions can be raised to new educational levels that will provide them with new and improved economic, political, and social opportunities.

Illiteracy. **We support the concept advanced by Commissioner of Education James Allen in his pronouncement on "The Right to Read," and urge a total commitment on the part of all adult and continuing education agencies to raising each American to a level of literacy.**

High School Education for Adults. **We consider the completion of high school or its equivalent by every adult to be the minimum level of educational attainment acceptable in today's complex society and urge fullest efforts to achieve this goal.**

To secure these ends, we urge Congress to enact legislation that will provide state and local educational agencies with annual support of $500 million.

At the same time, a concerted effort must be made to secure increased funds from private industry, trade unions, private foundations, and other nonpublic agencies. State and local educational agencies should not only continue their present levels of funding but also increase their financial efforts.

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[1] **Adopted as Association policy at annual business meeting, December 9, 1969.**

We further urge the present Administration in Washington to undertake studies to reassess on-going programs for the undereducated and make recommendations to the Congress concerning the most effective means of distributing federal funds to community educational agencies.

II. TO STRENGTHEN ADULT AND CONTINUING EDUCATION AND COMMUNITY SERVICE EFFORTS OF COMMUNITY COLLEGES, COLLEGES, AND UNIVERSITIES

The nation's need for well informed citizens, coupled with the personal needs of its people for an understanding of the world in which they live and the skills with which to earn their livings, gives emphasis to the need for increased levels of post high school education.

We endorse the national objective set forth by the Congress, that two years of post high school education, adapted where necessary to the occupational needs of adults, be made available to all who are capable of benefiting from it.

The clear need to support adult and continuing education in community colleges, colleges, and universities was recognized by the Congress with the enactment of Title I of the Higher Education Act of 1965. Designed to support established programs of extension, to provide community services, and to assist in the establishment of such programs in institutions of higher education, Title I has provided an effective instrument. Unfortunately, appropriations have lagged far behind authorizations. In the present fiscal year, Title I is funded at $9.5 million rather than the $50 million that was authorized.

We urge minimum annual funding of Title I of the Higher Education Act of 1965, at $100 million a year, with national priorities to be spelled out anew each year, to meet the changing needs.

III. TO PROVIDE ADULT AND CONTINUING EDUCATION IN THE ARTS AND HUMANITIES, PUBLIC AFFAIRS, AND IN THE DEMOCRATIC PROCESS

Opportunities for life-long learning in the arts and humanities, and in public affairs, are essential to the preservation of our freedoms. To solve problems rationally and peacefully, we must continually acquire new social and political competencies, and the powerful and privileged must learn equally with the powerless and deprived.

There is an over-riding urgency for people to be informed and to be equipped to make informed judgments in matters that strike to the heart of our democratic society. To this end, we urge major funding of programs of adult and continuing education in public affairs and in the democratic process.

Of equal importance is the need for each person to experience the fullest flowering of the human spirit. To achieve this goal, we urge greatly expanded funding for the National Endowment for the Arts and the National Endowment for the Humanities.

IV. TO IMPROVE FINANCIAL SUPPORT FOR ADULT AND CONTINUING EDUCATION

Much of adult and continuing education is dependent on income from tuition and fees. As a result, many adults forego instruction because they cannot afford the tuition and, in turn, agencies tend to conduct only those courses which will produce sufficient revenue. Many essential needs thus go unmet. A comprehensive program of adult and continuing education will be provided only when adult and continuing education receives financial support comparable to that presently provided to elementary, secondary, and higher education.

We urge vigorous efforts to secure full funding on the part of the Congress for authorized programs serving adult and continuing education, and the development of new and imaginative programs to further meet these needs. At the same time, we urge equally vigorous efforts on the part of the private sector to provide vastly expanded support and leadership.

V. TO PROVIDE ADEQUATE AND APPROPRIATE OPPORTUNITIES IN ADULT AND CONTNUING EDUCATION FOR PERSONS IN LOW INCOME GROUPS

Most adult and continuing education programs fail to reach low income and undereducated groups. Instead, programs draw largely from well educated middle class groups. The reasons are numerous and sometimes difficult to ascertain. One factor is financial. Courses and workshops that must be self-supporting will draw only those students who are able to pay. Consequently, they will meet only the educational needs of the more affluent. Further, most promotional materials are printed, and, therefore, appeal essentially to a more literate clientele. Both the programs and the communications relating to them are aimed at the middle and upper economic groups.

New and aggressive programs must be instituted with a view to increasing the percentage of enrollments of low income and undereducated students.

Educational programs must be taken into the neighborhoods where people live rather than being conducted mainly in central facilities such as schools, colleges, and universities.

Existing programs of adult and continuing education must be examined to insure that they are relevant to the needs of the 80 percent of the adult population that does not presently participate in such programs.

New and effective multimedia programs must be undertaken.

VI. TO STRENGTHEN WITHIN OUR EDUCATIONAL INSTITUTIONS THE SUPPORTING STRUCTURE FOR ADULT AND CONTINUING EDUCATION

Adult and continuing education is too often thought of as being apart from the traditional educational process. It is seldom integrated with the elementary and secondary establishment, and its status in higher education is ill defined. Adult and continuing education must become a recognized responsibility of the educational establishment, must achieve its full commitment and support, and must attain fuller public understanding of its vital importance to society.

VII. TO URGE NATIONAL NONGOVERNMENTAL ORGANIZATIONS TO STRENGTHEN THEIR ROLE

We recognize the importance of national nongovernmental voluntary organizations in providing adult and continuing education, and urge these groups to strengthen their role and expand their efforts so that society may receive increased benefits from the full utilization of these unique resources.

VIII. TO INCREASE PUBLIC AWARENESS

A national campaign should be launched to acquaint Americans with the importance of life-long learning, and to gain their greater support for adult and continuing education.

IX. TO ACHIEVE HIGHER LEVELS OF FEDERAL SUPPORT AND [illegible]

The U. S. government should establish appropriate instrumentalities to provide leadership in adult and continuing education, and to develop cooperation among the many public organizations operating in this field.

STATE SUPPORT FOR ADULT EDUCATION

	Annual or biennial appropriation for non-vocational adult education	Provision for funds for the education of adults through state foundation program or other general state support	Essential formula used to distribute funds for general adult education to local communities
Alabama	$237,000 appropriation for ABE program (1969-71) two-year period to match federal funds	Only for matching ABE funds	Funds are distributed on a formula for minimum operation of a class
Alaska	$43,000	$43,000 ABE; $8,000 Citizenship. (Foundation study including adult needs may result in new funding.)	90% federal, 10% state and local by contract
Arizona	$9,855 fiscal 1969	(none)	N/A
Arkansas	$75,000	(none)	$5 per hour of instruction
California	(none)	For the purpose of providing instruction in civic, vocation, literacy, health, homemaking, technical, and general education	Basic state aid of $125 for each 525 hours of pupil attendance. Districts qualifying for equalization aid may receive not less than $125 or exceed $250 for each unit of average daily attendance
Colorado	State Administrative Staff and Supporting Services	Toward an adult high school diploma. The foundation program provides funds to schools for students under 21 years of age	Average daily attendance formula. Attendance in night school classes have a minimum of 2 hours which can be counted as ½ day of ADA

STATE SUPPORT FOR ADULT EDUCATION (Continued)

	Annual or biennial appropriation for non-vocational adult education	Provision for funds for the education of adults through state foundation program or other general state support	Essential formula used to distribute funds for general adult education to local communities
Connecticut	$600,000—for two-year period (1968-69)—Any and all adult education classes sponsored by the local board of education except those that are recreational in nature or those in which instruction is subordinate to the practice or enjoyment of a skill	For any adult class except those that are recreational in nature or those in which instructional content is subordinate to the practice or enjoyment of a skill	12¢ per pupil clock hour plus ½ of the salary of the local director of adult education (state grant for the local director not to exceed $2,500)
Delaware	By line item in State Education Budget. $139,000 was appropriated for the statewide high school extension program for fiscal year 1969	By line items in the State Education Budget, $14,800 is appropriated for administration and operation of Americanization classes, and $29,220 is appropriated for administration of general adult education and basic education	No formula exists. (Contractual agreements are made between local and state boards of education for programs supervised directly by the state supervisor of high school extension programs.) A uniform formula exists for Adult Basic Education Programs
District of Columbia	$659,110 for administration and instruction	Funds are appropriated by U.S. Congress	D.C. Public Schools assigns funds to individual schools based on enrollment. There are no local communities.

STATE SUPPORT FOR ADULT EDUCATION (Continued)

	Annual or biennial appropriation for non-vocational adult education	Provision for funds for the education of adults through state foundation program or other general state support	Essential formula used to distribute funds for general adult education to local communities
Florida	$7,142,086 (estimate) 1969-70 fiscal year—for educational and non-recreational courses	Funds are apportioned for offerings which are educational and non-recreational in nature	Based on number of units per county multiplied by the value of each unit. (Units can be earned by full-time and part-time teachers—a unit consists of 900 teacher hours of instruction with an ADA of 15.) Additional salary is provided for two months' summer employment of full-time teachers in adult education
Georgia	$234,963—1968-69—only for matching Adult Basic Education funds and the administration of high school equivalency program (GED)	Only for matching ABE funds and the Administration of high school equivalency program (GED)	Funds are distributed on a formula for a minimum operation of a class plus requests from local systems according to need
Hawaii	$710,835—fiscal year 1969-70—naturalization training, elementary and high school completion	Naturalization training, elementary and high school completion	Entire program is budgeted and administered through state adult education office on basis of need and past experience within limits of available appropriations
Idaho	(none)	(none)	N/A

STATE SUPPORT FOR ADULT EDUCATION (Continued)

	Annual or biennial appropriation for non-vocational adult education	Provision for funds for the education of adults through state foundation program or other general state support	Essential formula used to distribute funds for general adult education to local communities
Illinois	$8,700,000—fiscal year 1969-70 —Section 3-1 of *The Adult Education Act* of *The School Code of Illinois*—Americanization Classes and High School Credit Courses, Elementary School Credit Courses (GED) Review Classes $500,000	(none)	$3.50 per 40-minute period of instruction
	Adult Basic Education $1,700,000		100%
	ABE for welfare recipient $6,500,000		100% of attributed cost
Indiana	1969 fiscal year $1,227,653.11—High School credit courses plus $4,401.79 10% matching for administration only of ABE	High school completion	½ unit of tuition support for each teaching unit of average daily attendance per semester, not to exceed the total cost for tuition purposes (pay of teachers) of the classes approved
Iowa	$2.25 per day for full-time equivalent for educational and non-recreational courses	For educational and non-recreational courses	Amounts to 93¢ equivalent contact hour
Kansas	Appropriation covers administrative costs	(none)	N/A

STATE SUPPORT FOR ADULT EDUCATION (Continued)

	Annual or biennial appropriation for non-vocational adult education	Provision for funds for the education of adults through state foundation program or other general state support	Essential formula used to distribute funds for general adult education to local communities
Kentucky	$300,000 — Biennial — Adult Basic Education Programs	(none)	For ABE programs—based purely on needs of school districts
Louisiana	$283,401 — 1968-69 — Administration (state level), Instruction (local level)	(none)	Total number of adults 25 years and over in each parish *divided by* the total number of such adults in Louisiana *multiplied by* the total amount of funds to be distributed among the parishes. The result is the amount allocated to any given parish
Maine	$100,000+ (1966-69)—Funds may be used to subsidize any conceivable subject for adults. Use own judgment as to whether a course is worthy	(none)	Approved adult education projects are subsidized. High school diploma courses 75%
Maryland	$175,249 — 1969-70 — Any program considered significant in developing personal, social, and general aspects of an individual	(none)	Distributed on the basis of adult population, with no school system receiving less than $1,500
Massachusetts	$393,371—annual—to establish and operate educational courses for adults	(not indicated)	Citizenship and Literacy Vocational Education Programs

STATE SUPPORT FOR ADULT EDUCATION (Continued)

	Annual or biennial appropriation for non-vocational adult education	Provision for funds for the education of adults through state foundation program or other general state support	Essential formula used to distribute funds for general adult education to local communities
Michigan	$3,207,104—1966-67 fiscal year high school completion and adult basic education.	High school completion	Equated full-time membership. For each class (grades 9-12) ½ Carnegie Unit Credit—the student is enrolled in, the local district receives ¼ pro-rated membership of state aid. Two classes (1 credit) equals ½ membership, etc. If the adult is enrolled in elementary classes for less than ninth-grade credit, the pro-rated membership is based on the number of hours of class per week divided into 30. Six hours a week yields ⅕ pro-rated membership
Minnesota	None. Local schools use public money for any phase of adult education	None. Local funds are used	N/A
Mississippi	$100,000—1968-69—1969-70—Only to match federal funds for Adult Basic Education programs	Vocational and technical programs for adults	For ABE programs—based purely on needs of school districts. For vocational-technical —on a percentage of cost
Missouri	$80,000	(none)	ABE Matching
Montana	(none)	(none)	A permissive one-mill levy by county

STATE SUPPORT FOR ADULT EDUCATION (Continued)

	Annual or biennial appropriation for non-vocational adult education	Provision for funds for the education of adults through state foundation program or other general state support	Essential formula used to distribute funds for general adult education to local communities
Nebraska	(none)	State guaranteed repayment Loan Program	(none)
Nevada	$9,500—fiscal year 1969—Adult Basic Education	(none)	(none)
New Hampshire	Adult Basic Education: $11,242—fiscal year 1970 $11,262—fiscal year 1971	(none)	In general, funds for Adult Basic Education are allocated to local projects on the basis of geographic concentrations of our known target population
New Jersey	$700,000—1968-69—Americanization and ⅔ salary of full- and half-time directors	(none)	⅔ salary of full- and half-time directors, reimbursement on matching basis for Americanization classes
New Mexico	$20,000—fiscal year 1968—Adult Basic Education	Night high school for adults	Weighted average daily membership for adults taking more than ½ load—about $270 per student
New York	N/A	Any course that is educational in nature	Under the Diefendorf formula, current operating expenses of adult education are approvable the same as elementary and secondary school expenses. However, if the total current operating expenses are above $760 per day school pupil (this is weighted) then reimbursement for adult education expenses becomes academic

STATE SUPPORT FOR ADULT EDUCATION (Continued)

	Annual or biennial appropriation for non-vocational adult education	Provision for funds for the education of adults through state foundation program or other general state support	Essential formula used to distribute funds for general adult education to local communities
North Carolina	$1,500,000 each year—comprehensive adult education program	Any course that is educational but not recreational	15% of the instructional budgets of community colleges must be used for general adult education
North Dakota	(none)	(none)	N/A
Ohio	Biennial $230,000 for Adult Basic Education	(none)	N/A
Oklahoma	(none). Legislation prepared	High School Education	Average Daily Attendance
Oregon	(none)	(none)	N/A
Pennsylvania	(none)	Citizenship and literacy, standard evening high school, adult education for the blind	The monies available is the difference in the per pupil cost with exemptions and $500 per pupil. 85% of the school districts could qualify for any aid for adult education during the 1968-69 school year.
Rhode Island	$140,701.68—Fiscal year 1968. Americanization and general adult education	No restrictions	Local communities are reimbursed at a minimum of 30% of expenditures
South Carolina	$1,608,177 — 1968-69 — Basic High School Diploma Program, High School Equivalency Program, Continuing Education	Basic high school diploma program, high school equivalency program, continuing education	A pro-rata share to each county of the available funds. On the basis of each county's population with less than an 8th grade education relative to the adult population of the state with an educational level of less than 8th grade.

STATE SUPPORT FOR ADULT EDUCATION (Continued)

	Annual or biennial appropriation for non-vocational adult education	Provision for funds for the education of adults through state foundation program or other general state support	Essential formula used to distribute funds for general adult education to local communities
South Dakota	(none)	(none)	N/A
Tennessee	$205,000—1968-69—matching federal programs and experimental	Night school 1-12	Matching 90% federal, 5% state, and 5% local for ABE. Minimum foundation based on formula of 1 ADA for 80 hours' instruction per month
Texas	(none)	(none)	N/A
Utah	$13,576—1969-71—Administration in State School Board Office	(none)	
Vermont	$17,958—1968-69—Adult Basic Education administrative costs	(none)	ABE Formula
Virginia	$120,000—1968-69—and $150,000—1968-70. State funds used for all adult classes not reimbursed by vocational funds—exceptions: dancing, bridge, etc.	(none)	Reimbursement of instructor's salaries at the rate of 60% up to $5 per hour of instruction within the appropriation available. The Adult Education Service determines classes approved for reimbursement
Washington	The 1969 Legislature moved almost all Adult Education (except ABE) to responsibility of community colleges. Funds are appropriated to each college without earmarking for specific programs such as Adult Education.		

STATE SUPPORT FOR ADULT EDUCATION (Continued)

	Annual or biennial appropriation for non-vocational adult education	Provision for funds for the education of adults through state foundation program or other general state support	Essential formula used to distribute funds for general adult education to local communities
West Virginia	$100,000 — 1968-69 — Adult Basic Education Program—in the main to match federal money	(none)	Adult basic education money is allocated to counties on the basis of relative need as judged by the number of educationally disadvantaged adults in the different counties
Wisconsin	(Included in the general appropriation for vocational, technical, and adult education) Educational areas that will enable citizens of Wisconsin to understand and accept the responsibility of citizenship—general adult education	Educational areas that will enable citizens of Wisconsin to understand and accept the responsibilities of citizenship—General Adult Education	State aid amounting to approximately 16.5% of the cost per full-time equivalent student is paid on part-time adult programs which are aided.
Wyoming	(none)	(none)	(none)
Puerto Rico	$7,695,526—fiscal year 1969-70—Elementary, Secondary, English Community education, Job Corps, Library Services	(none)	According to the effort during the previous year

Educational Attainment *

	Age 18 and over. Less than Elementary School Education	Age 18 and over. Less than High School
50 states and D.C.	23,626,736	66,018,567
Alabama	683,141	1,325,055
Alaska	44,356	61,403
Arizona	193,567	—
Arkansas	365,012	762,698
California	1,354,923	4,794,893
Colorado	131,846	513,343
Connecticut	280,000	900,000
Delaware	106,000	155,966
Florida	713,081	1,719,733
Georgia	867,278	1,577,399
Hawaii	84,079	191,155
Idaho	38,565	197,072
Illinois	1,086,418	3,766,383
Indiana	784,064	2,767,360
Iowa	216,624	891,573
Kansas	163,913	686,809
Kentucky	575,481	1,317,446
Louisiana	729,754	1,262,356
Maine	88,539	542,800
Maryland	481,305	1,131,672
Massachusetts	542,559	1,731,427
Michigan	765,183	2,735,552
Minnesota	275,344	1,111,766
Mississippi	440,774	864,914
Missouri	553,235	1,714,704
Montana	49,213	206,389
Nebraska	96,312	413,786
Nevada	17,000	85,090
New Hampshire	56,133	168,000
New Jersey	765,496	2,307,982
New Mexico	116,722	287,583
New York	2,051,546	6,473,173
North Carolina	982,352	2,444,381
North Dakota	61,443	216,471
Ohio	993,167	3,437,438
Oklahoma	313,353	849,871
Oregon	123,819	559,145
Pennsylvania	1,465,002	4,403,159
Rhode Island	121,779	355,118
South Carolina	540,483	930,736
South Dakota	51,361	227,880
Tennessee	705,750	1,499,696
Texas	1,698,732	3,374,831
Utah	39,647	211,452
Vermont	2,020	3,649
Virginia	809,261	1,491,074
Washington	191,360	846,320
West Virginia	292,092	769,608
Wisconsin	395,344	1,368,150
Wyoming	20,203	94,000
District of Columbia	102,105	270,106

* Based on most recent estimates submitted to NAPCAE by State Departments of Education.

Work Experience Patterns

State Codes permitting the granting of credit toward a high school diploma for work experience or by examination

	Work Experience	Examination
Alabama	no	no
Alaska	yes	yes
Arizona	no	no
Arkansas	no	no
California	yes	yes
Colorado	yes	yes
Connecticut	yes	yes
Delaware	no	no
District of Columbia	no	no
Florida	yes	yes
Georgia	(no State Code for adult high school diploma at present)	
Hawaii	no	yes
Idaho	no	no
Illinois	yes	yes
Indiana	no	no
Iowa	yes	yes
Kansas	no	yes
Kentucky	no	no
Louisiana	no	no
Maine	yes	yes
Maryland	yes	yes
Massachusetts	no	no
Michigan	yes	yes
Minnesota	yes	yes
Mississippi	no	yes
Missouri	no	yes
Montana	no	no
Nebraska	yes	yes
Nevada	yes	no
New Hampshire	yes	yes
New Jersey	no	no
New Mexico	no	no
New York	no	yes
North Carolina	no	yes
North Dakota	N/A	N/A
Ohio	no	no
Oklahoma	yes	yes
Oregon	yes	yes
Pennsylvania	no	yes
Rhode Island	no	no
South Carolina	yes	yes
South Dakota	no	no
Tennessee	yes	yes
Texas	no	no
Utah	yes	yes
Vermont	no	no
Virginia	no	no
Washington	yes	yes
West Virginia	no	not indicated
Wisconsin	yes	yes
Wyoming	no	yes
Puerto Rico	no	yes

Teachers' Salaries

Distribution of Hourly Rates Paid Adult Education Teachers in School Systems with Enrollments of 6,000 or more, 1968-69.

Distribution of hourly rates paid adult education teachers	*Enrollment Stratum*			
	Strata 1-3 25,000 or more	*Stratum 4 12,000 - 24,999*	*Stratum 5 6,000 - 11,999*	*Total Strata 1 - 5*
1	*2*	*3*	*4*	*5*
Number of systems reporting hourly rates	74	135	253	462
Mean	$ 6.27	$ 6.13	$ 6.18	$ 6.18
Median	6.00	6.00	6.00	6.00
Range: Low	3.50	3.00	4.00	3.00
High	10.00	15.00	25.00	25.00
Below $4.00 per hour	1.3%	0.7%	—	0.4%
$4.00 to 4.99	9.5	7.4	10.3%	9.3
$5.00 to 5.99	29.7	37.8	39.5	37.5
$6.00 to 6.99	29.7	32.6	27.7	29.4
$7.00 to 7.99	13.6	13.3	11.5	12.4
$8.00 to 8.99	8.1	2.2	3.9	4.1
$9.00 to 9.99	6.8	—	0.8	1.5
$10.00 or more	1.3	6.0	6.3	5.4
TOTAL	100.0%	100.0%	100.0%	100.0%

This table is based upon data collected by the Research Division of NEA during the fall of 1968. More detailed information is included in NEA Research Memo 1968-16, Adult Education Statistics, 1968-69. Copies of this memorandum may be obtained upon request from: NAPCAE, 1201 Sixteenth Street, N.W., Washington, D.C. 20036. Price: 50¢ per copy.

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1968-69 ENROLLMENTS FOR ADULT EDUCATION PROGRAMS BY LOCAL SCHOOL SYSTEMS*

	ABE Grades 1-8	High School Diploma (9-12)	High School Equivalency	Americanization and Citizenship	Business and Commercial	General
Ala.	11,164	—	—	—	—	—
Alas.	1,000	200	1,181	65	645	2,341
Ariz.	4,320	143	1,108	629	3,110	24,395
Ark.	6,122	—	4,000	—	3,655	26,800
Calif.	45,000	350,000	—	100,000	200,000	200,000
Colo.	3,860	2,793	788	672	13,054	80,917
Conn.	10,767	10,069	5,755	2,053	11,344	39,988
Del.	997	1,394	111	1,669	1,005	12,353
D.C.	2,273	6,100	2,300	969	2,000	10,000
Fla.	52,947	68,881	29,746	1,668	—	59,665
Ga.	17,825	—	5,191	—	—	—
Hawaii	8,712	12,209	—	642	—	7,716
Idaho	1,669	—	—	—	—	na
Ill.	25,314	58,793	6,880	13,442	—	92,756
Ind.	5,616	34,019	1,191	87	9,901	22,204
Iowa	5,232	1,221	13,192	—	—	42,692
Kans.	2,357	120	1,900	260	—	58,007
Ky.	8,641	—	9,000	29	—	—
La.	13,438	11,080	—	—	—	—
Me.	1,431	2,296	1,126	125	2,088	14,878
Md.	5,943	—	7,685	—	—	33,241
Mass.	6,639	—	14,196	6,791	—	—
Mich.	13,211	100,363	—	2,764	32,921	274,019
Minn.	2,456	3,240	4,562	—	7,550	144,473
Miss.	9,354	271	704	—	372	59,062
Mo.	7,135	—	1,765	300	6,802	43,205
Mont.	846	—	—	—	—	—
Nebr.	1,740	720	866	130	2,474	16,875
Nev.	1,400	4,757	796	125	1,922	23,607
N.H.	1,024	45	352	95	1,175	2,700
N.J.	7,781	5,371	21,365	8,610	30,120	348,297
N.M.	3,294	—	250	70	—	—
N.Y.	46,183	62,440	33,038	28,705	49,507	293,398
N.C.	31,328	10,236	3,225	—	—	—
N.D.	691	—	—	—	—	—
Ohio	12,739	—	—	—	—	—
Okla.	8,959	—	3,486	—	—	—
Oreg.	2,200	1,800	12,000	—	—	—
Pa.	20,290	22,603	—	3,571	21,134	79,958
P.R.	27,520	28,000	—	—	—	—
R.I.	2,217	142	1,247	1,048	—	—
S.C.	13,164	20,719	1,858	—	—	1,550
S.D.	1,115	87	908	42	311	11,221
Tenn.	14,304	—	900	14,304	—	—
Tex.	47,000	7,500	20,743	1,800	—	1,850
Utah	1,667	12,638	0	315	688	13,362
Vt.	2,020	—	—	—	—	4,000
Va.	10,761	10,167	894	314	3,966	10,333
Wash.	4,149	—	—	Not reported	—	—
W.Va.	10,195	—	4,114	Not reported	2,525	—
Wis.	3,400	3,600	—	1,694	—	48,500
Wyo.	954	300	407	100	200	2,663
U.S.[a]	590,364	854,317	218,830	193,088	408,469	2,107,024

* Based on most recent estimates submitted to NAPCAE by State Departments of Education.

[a] Includes D.C. and Puerto Rico.

1968-69 EXPENDITURES FOR ADULT EDUCATION PROGRAMS BY LOCAL SCHOOL SYSTEMS*

	Local District Funds	Student Fees	State Appropria-tions	Federal Funds	Other (please state)	Total
Ala.	—	—	$100,000.00	$900,000.00		$1,000.000.00
Alas.	Not reported	—	—	—		—
Ariz.	$28,618.06	—	9,855.00	346,188.00		384,661.06
Ark.	—	—	65,911.86	631,277.35		697,189.21
Calif.	—	—	9,191,642.00	—		—
Colo.	1,831,300.14	$324,339.85	37,000.00	688,435.95	$3,931.17	2,885,007.11
Conn.	1,098,000.00	130,000.00	280,000.00	458,000.00	500,000.00[1]	2,466,000.00
Del.	52,752.00	—	120,000.00	586,012.00	1,912,275.00[2]	2,671,039.00
D.C.	—	—	659,110.00	1,648,126.00		2,307,236.00
Fla.	—	—	5,208,216.00	1,805,967.00		7,014,183.00
Ga.	—	—	—	—		—
Hawaii	0	111,217.00	710,835.00	235,831.00	15,774.00	1,073,107.00
Idaho	13,250.00	—	—	120,340.00	—	133,590.00
Ill.	—	—	2,572,631.00	5,440,000.00	1,172,408.00	9,185,039.00
Ind.	487,596.23	231,904.00	1,227,653.11	1,721,141.47		3,668,294.81
Iowa	—	—	929,687.00	284,000.00		—
Kans.	37,132.00	—	0	260,619.00		297,759.00
Ky.	0	0	163,322.00	965,638.00		1,128,960.00
La.	108,490.00	0	275,000.00	1,025,687.00		1,409,177.00
Me.	144,993.00	—	163,993.00	192,097.00		501,083.00
Md.	5,759.00	—	175,249.00	462,247.00		643,255.00
Mass.	—	—	393,371.00	568,238.00		961,609.00
Mich.	99,183.00	1,397,555.00	3,975,591.00	991,837.00		6,464,166.00
Minn.	—	—	—	—		—
Miss.	44,709.37	—	38,657.80	756,374.04		839,741.21
Mo.	—	—	—	—		—
Mont.	12,287.00	0	2,200.00	114,709.00		128,996.00
Nebr.	118,080.00	—	80,904.00	671,683.00		870,667.00
Nev.	0	219,000.00	0	0		219,000.00
N.H.	—	—	—	—		—
N.J.	726,498.00	2,121,488.00	377,235.00	420,275.00	92,091.00	3,737,587.00
N.M.	—	—	20,000.00	289,000.00		309,000.00
N.Y.	5,582,678.00	1,892,330.00	1,900,000.00	19,000,000.00		28,375,008.00
N.C.	—	—	2,793,487.53	1,250,671.00		4,044,158.53
N.D.	18,748.00	—	—	168,740.00		187,488.00
Ohio	142,940.00	0	115,000.00	1,208,203.00		1,466,143.00
Okla.	70,000.00	60,000.00	—	482,000.00	85,000.00[3]	687,000.00
Oreg.	—	—	—	—		—
Pa.	—	—	—	—		—
P.R.	—	—	—	650,000.00		650,000.00
R.I.	221,875.00	85,832.00	186,455.00	183,484.00		677,646.00
S.C.	0	0	1,608,177.00	938,021.00		2,546,198.00
S.D.	28,260.00	146,000.00	0	290,000.00		469,260.00
Tenn.	51,852.00	0	167,180.00	1,111,720.00		1,330,752.00
Tex.	450,000.00	225,000.00	0	3,500,000.00		4,175,000.00
Utah	—	—	—	—		—
Vt.	—	—	18,775.00	161,947.00	—	180,722.00
Va.	419,574.00	—	124,478.00	1,129,313.00		1,673,365.00
Wash.	Not reported					
W.Va.	Not reported					
Wis.	350,000.00	50,000.00	65,000.00	543,000.00		1,008,000.00
Wyo.	312,622.00	—	50,000.00	719,544.00		1,082,166.00
U.S.[1]	12,457,196.80	6,994,665.85	33,806,616.50	44,920,365.81	3,781,479.17	89,549,272.93

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*Based on most recent estimates submitted to NAPCAE by State Departments of Education.

[1] ABE.

[2] Community Colleges.

[3] OEO, BIA.

1968-69 ADMINISTRATIVE PERSONNEL EMPLOYED IN ADULT EDUCATION PROGRAMS BY LOCAL SCHOOL SYSTEMS*

	Directors		Other Administrative Personnel (Principals, Supervisors, etc.)	
	Full-time	Part-time	Full-time	Part-time
Ala.	—	—	5	80
Alas.	Only ABE reported			
Ariz.	4	7	0	2
Ark.	0	0	2	180
Cal.	29	21	151	33
Colo.	10	58	7	76
Conn.	8	81	5	19
Del.	12	10	3	11
D.C.	10	—	7	14
Fla.	38	28	92	130
Ga.	8	81	—	—
Hawaii	1	0	40	21
Ida.	2	18	—	—
Ill.	35	270	14	105
Ind.	4	69	—	—
Iowa	18	59	38	19
Kans.	8	215	—	216
Ky.	20	—	—	88
La.	4	1	57	51
Me.	3	77	—	—
Md.	—	—	—	—
Mass.	—	—	—	115
Mich.	195	184	—	—
Minn.	11	83	—	14
Miss.	2	0	2	32
Mo.	—	—	—	—
Mont.	1	15	0	—
Nebr.	6	11	4	16
Nev.	3	8	5	0
N.H.	1	17	—	29
N.J.	24	17	—	—
N.M.	—	—	—	—
N.Y.	15	518	54	50
N.C.	112	45	—	27
N.D.	—	8	—	—
Ohio	—	82	—	70
Okla.	10	103	8	143
Oreg.	—	—	—	—
Pa.	8	—	—	—
P.R.	12	—	—	—
R.I.	4	21	2	12
S.C.	14	79	0	173
S.D.	6	12	—	18
Tenn.	5	0	20	72
Tex.	200	150	350	250
Utah	—	—	—	—
Vt.	—	—	—	—
Va.	0	8	3	92
Wash.	Not reported			
W.Va.	Not reported			
Wis.	4	22	20	500
Wyo.	0	4	10	0
U.S.[b]	833	2,383	800	2,600

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*Based on most recent estimates submitted to NAPCAE by State Departments of Education.

[b] Includes D.C. and Puerto Rico.

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1968-69 INSTRUCTIONAL PERSONNEL EMPLOYED IN ADULT EDUCATION PROGRAMS BY LOCAL SCHOOL SYSTEMS*

	Classroom Teachers		Other Instructional Personnel (Librarians, Counselors, etc.)	
	Full-time	Part-time	Full-time	Part-time
Ala.	6	663	—	24
Alas.	Only ABE reported			
Ariz.	2	143	0	30
Ark.	17	337	0	31
Cal.	—	12,000	—	—
Colo.	729	243	268	101
Conn.	5	2,271	—	9
Del.	10	723	8	20
D.C.	109	205	21	—
Fla.	160	3,356	19	127
Ga.	11	827	0	13
Hawaii	1	700	—	—
Ida.	—	80	—	19
Ill.	492	3,405	35	139
Ind.	133	1,949	0	42
Iowa	51	1,294	—	—
Kans.	7	163	—	1,224
Ky.	20	365	—	102
La.	23	974	0	17
Me.	—	960	—	10
Md.	—	—	—	—
Mass.	493	—	—	115
Mich.	—	5,483	—	—
Minn.	1,745	2,102	—	—
Miss.	11	288	3	27
Mo.	—	—	—	—
Mont.	4	48	0	10
Nebr.	5	477	2	14
Nev.	5	632	2	na
N.H.	—	74	—	182
N.J.	—	—	—	—
N.M.	—	—	—	—
N.Y.	200	15,260	—	—
N.C.	130	601	—	—
N.D.	—	250	—	35
Ohio	—	561	—	243
Okla.	12	408	6	35
Oreg.	—	—	—	—
Pa.	125	6,586	—	—
P.R.	229	2,388	71	293
R.I.	—	612	—	—
S.C.	1	1,793	0	88
S.D.	14	146	0	61
Tenn.	15	793	0	15
Tex.	1,100	3,000	250	600
Utah	—	—	—	—
Vt.	—	112	—	—
Va.	7	1,510	—	31
Wash.	Not reported		—	—
W.Va.	Not reported		—	—
Wis.	100	6,000	20	300
Wyo.	38	—	30	12
U.S.¹	6,010	79,782	735	3,969

*Based on most recent estimates submitted to NAPCAE by State Departments of Education.

¹ Includes D.C. and Puerto Rico.

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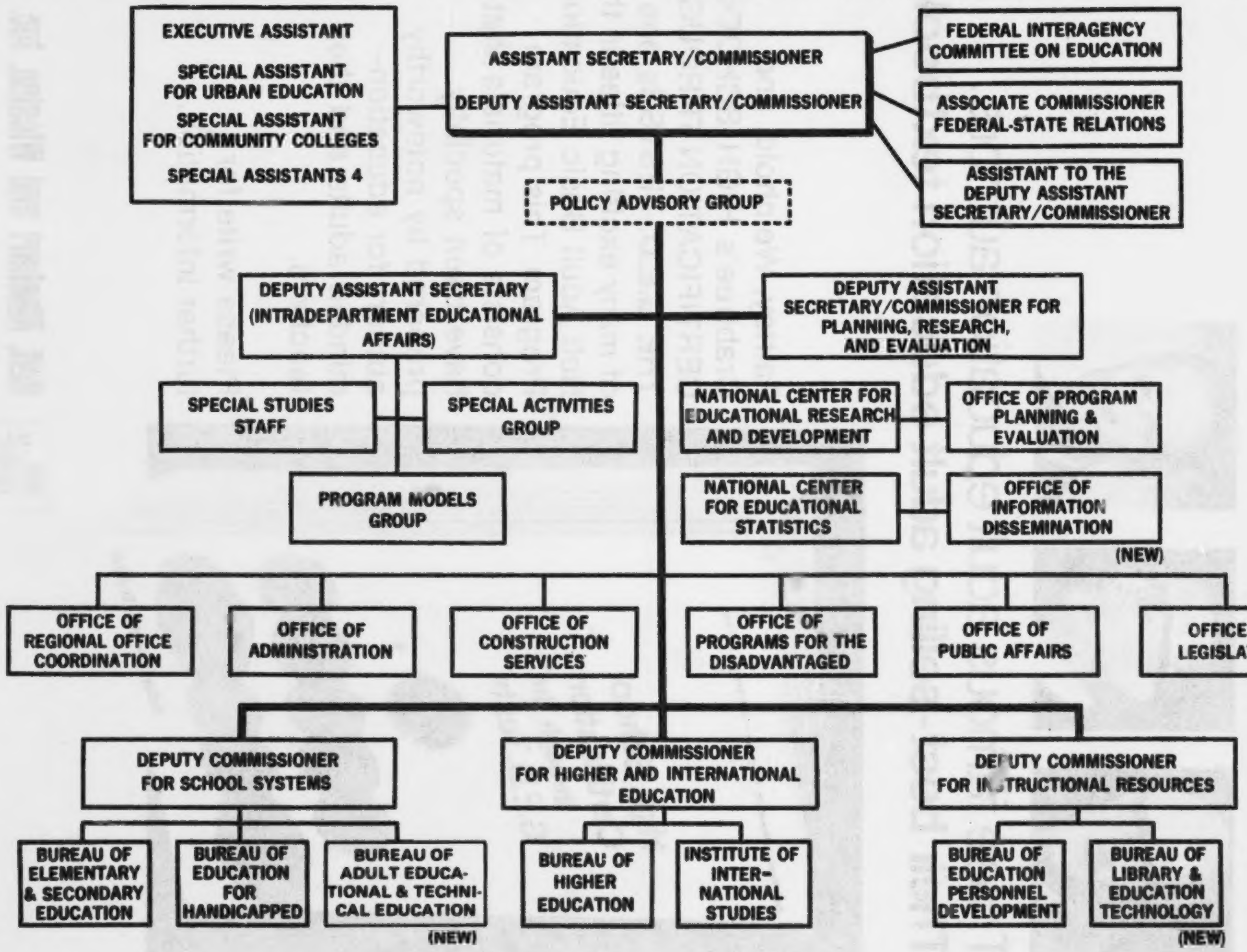
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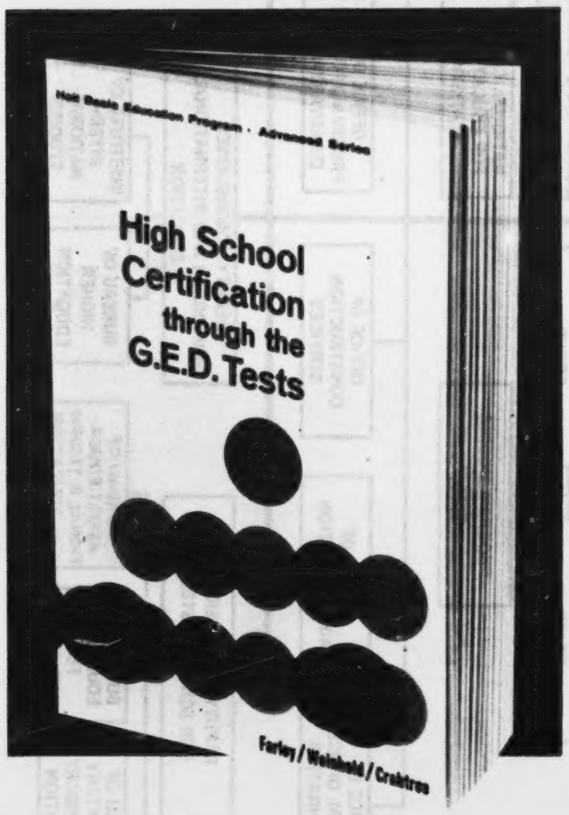
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TIBURTON
LOVE C ROBERT
TOLLHOUSE
CARTER VERNON
TORRANCE
ECKSTEIN JACKSON E
LENDL MRS LYDIA A
TULARE
ESHELMAN DAVID
VALLEJO
ALLEN CHARLES R
NELSON ROBERT CLINTON
VAN NUYS
REYNOLDS CLYDE W
VENTURA
PAGE FRANK L
TUCKER D LESLIE
VISALIA
LYNCH WILLIAM B
W COVINA
MYERS MILTON
WILMINGTON
MCINTYRE ARTHUR A
WOODLAND HILL
PERRY JACK E

COLORADO

ALAMOSA
EDEN DONALD F
BRISTOW AVON
BOULDER
EHL J ALLEN
COLORADO SPGS
BLACKNEY GENE W
CAMERON JOHN L
DENVER
CASEMENT RUSSELL
EYRE GARY A
HARDIN L M
JOHNSON SIGFRED
LAMSON WILLIS B
LEISENRING TED C
MINNIS ROY B
ZUK MRS EVELYN M
FORT COLLINS
BOLTZ MR IDRIS K
ZGUT JO ELEN K
ZOLLNER HOWARD
FORT MORGAN
SCHMIDT DELBERT D
GRAND JUNCTION
MILLER KEITH W

GREELEY
SINKOVICH V
LA JUNTA
BROWN CLAUDE C
LONGMONT
MATTOON PHILIP D
LOVELAND
NEALE RICHARD E

CONNECTICUT

ANSONIA
SPANIER SEYMOUR R
BRIDGEPORT
DONOFRIO DANIEL
JANUSAITIS JOHN E
BRISTOL
SOUTHEY HARRY E
CHESHIRE
HAGUE CHARLES J
THUON ALBERT J
DANBURY
REPOLE FRANK R
E HARTFORD
LEONE SAM J
FAIRFIELD
FLANAGAN AGNES C
RICCIARDI RICHARD S
GLASTONBURY
FORD J ROBERT
GROTON
MARIEN RICHARD L
MEEHAN CLAYTON D
HAMDEN
NOLAN GERARD J
HARTFORD
DORSEY JAMES A
HARRISON MRS GRACE F
HUGG ALAN E
KELLY RICHARD F
RYAN JOHN E
MANCHESTER
COHEN SIDNEY
MIDDLETOWN
TUCCI I FRANK
NEW BRITIAN
SCHULTZ BERNARD
NEW HAVEN
BARBARITO A MARK
PINZI HELEN B
ROWE WILLIAM
NEWINGTON
IDE HOWARD W
NORTH HAVEN
WATSON ROBERT E
NORWALK
JAMES P G
PAWCATUCK
CARLIN ARTHUR
PORTLAND
OUELLETTE IRVING
ROCKVILLE
KOZUCH RONALD A
STAMFORD
CONWAY WILLIAM J
DURRIE PAUL H
STORRS
MCCONNER STANLEY J
TORRINGTON
AVITABLE GEORGE P
WALLINGFORD
CARTER ALEX B
WATERFORD
HADFIELD ARTHUR
WATERTOWN
REGAN JOHN F
W HARTFORD
OZIMEK HENRY A
WEST HAVEN
LINEHAN WILLIAM J
WESTPORT
TATA RENATO
WETHERSFIELD
LATINA ANTHONY E
WILLIMANTIC
GOSSELIN DAVID
SCHUPACK EDWARD

DELAWARE

DOVER
BADMAN ATWOOD F
LAWS RUTH M
STRUMBECK RONALD E
NEWARK
ALLEN JOHN E
SEAFORD
VAN TINE KARLOUN K
WILMINGTON
CROWTHER JOHN W
FABIAN ROSE A
PETRESCU EDNA E

DIST OF COL

WASHINGTON DC
ANTHONY JOHN H
BEGO CATHERINE
BROWN MORRIS L
BURTON HUBERT E
BUTLER JOHN D
CHAPPELL DOROTHY W
COLEY JAMES P
CONAWAY MARIAN B
CORNISH MARY JO
CORTRIGHT RICHARD W
CRUDUP WILLIAM E
DAVIS CHARLES H
DAVIS DELIA G
DONAHUE BETTY L
DUFFY BETTY
DUNCAN MRS FLORENCE B
EDGECOMBE MRS SANDRA E
EDWARDS CONRAD P
EMERSON GEORGE A F
FAIRLEY GLADYS W
FORSTER ERIC B
GATELY THOMAS F
GREENHOWE BERNARD D
GRIFFIN JAMES A
GROSS ALVIN E
HANSBOROUGH ALAMEDA T
HARBECK RICHARD M
HARLOW MARGARET H
HARRISON BEVERLY
HINSLEY ELEANOR JEAN
HOFFMAN HY
HOLDEN JOHN B
HUNSAKER HERBERT C
JACKSON JACQUELINE
JENIFER THEODORE P
LANCASTER EMMER MARTIN
LASTER MRS JANICE D
LAWRENCE FRANK B
LUCAS ELLIOTT
MCCULLOUGH MRS MERCEDES
MINICH CARL E
MULLINS JESSIE E
NADLER LEONARD
NEWMAN ALICE T
NEWTON JR DAVID J
REED MARIE H
REGAN TIMOTHY F
RICHTER ELSIE M
ROBERSON MRS ALEXIS
ROSSER JR JOHN R
SAYLOR MARGARET K
SELDEN MRS M C
SEWELL BERNARD F
SEWELL LOUISE S
SIMPKINS LOUVERT
SMITH GERALD E
SNOWDEN JAMES O
SPENCER MELVIN M
SULLIVAN EUGENE
TIGNOR RALPH B
TURNER SUE M
VOLLAND ROBERT J
WALKER HAYWARD S
WEAVER CHARLOTTE A
WHITE JACK K
WICKHAM JANET
YOUNG MRS MARY W

FLORIDA

BARTOW
HEIDEL CARL M
BRADENTON
RICHESON HELEN S
BUSHNELL
HIGGINS MRS MILDRED M
CHIPLEY
WARD J B
CLEARWATER
BLUE COLON
MEETH JR LOUIS H
STEPHAN W F III
CORAL GABLES
THOMPSON HELEN S
DAYTONA BEACH
KINNEBREW MRS BETTY W
RANKIN MARCUS G
SMITH BERNARD W
WOLFARTH NED W
FT LAUDERDALE
BURNSTED JAMES L
FELTY KENNETH E
HUTCHINSON MRS GLADYS W
JOHNSON EDWIN A
MURRAY CHALMERS
ADOLINO ANTHONY L
BROWN ROBERT H
LEGETTE BARBARA H
LEWIS HARRY
MCKENZIE GEORGE D
OCONNELL JR ANDREW E
REGENSDORF P W
TROEGER FERD A
FORT MYERS
WALDRON CECIL A
LEONE JANE F
FT PIERCE
GRANGER DONALD L
FT WALTON BCH
BENNETT LELAND R
GAINESVILLE
KURTH EDWIN L
PERKINS RAYMOND P
WATTENBARGER JAMES L
HIALEAH
BRUMFIELD LLOYD L
HENLEY RICHARD
HULBURT FLD
LANDES JR JOHN V

JACKSONVILLE
GEARING JR PHILIP
KOLITZ HARRY H
MCCORVER MRS LAVERNE C
MCCOY PAUL D
SAARE E JOHN
DE GABRIELE E M
GUENTHER KARL
KOEHLER LAWRENCE E
SCOTT JR WILLIAM

KEY BISCAYNE
SANDERSON JAMES W

LAKE WORTH
BOSWORTH MARY
GRAHAM CHARLES G

LEESBURG
BETHEA LOU L

MIAMI
ADAMS MRS MARY LOU
BENITEZ JOSEFINA
BENNETT KEITH N
BOSWELL MRS EDNA
BUSH MILDRED
CABASSO JACQUES
CULMER SAMUEL T
FLEMING JANET
GEHRES FLOYD P
HENDRICKS JOHN I
LAUGHLIN SR WILLIAM L
LYNCH THOMAS F
MACDONALD JOHN W
MCCARTY VIRGILL
MEGEE HELEN C
PELLETIER GERALDINE
PETERS FLOYD N
PETERS FRANCES M
RAY LOUISE E
SCHEFFSKY FRANCIS L
SINCLAIR MYRTLE
STANLEY MARJORIE
TAINE ROY
TANNEY ROBERT
TASSE LOUIS J
WILLIAMS DON E

MIAMI SPRINGS
BUONASSI JOSEPH

N MIAMI
WOOTEN KATHERINE C
DONOHUE WILLIAM W

ORLANDO
COWARD ROBERT D
SMOUSE JR R L

PALM BCH GRDN
MAYNARD HONOR E

PEMBROKE PINE
CORN H Y

PENSACOLA
FILLINGIM C M
GAUCHER GERALD A

PUNTA GORDA
LAKEY GRADY T

RIVIERA BEACH
MACK W IVEY

SARASOTA
BELLUM C A
FOX MRS DEL
TACKETT ARNOLD C

SOUTH MIAMI
CLARK JR ERROLL L

ST AUGUSTINE
ANDERSON A N
UPTON JR R F

STUART
HORTON E B

TALLAHASSEE
AKER GEORGE F
BARRETT W C
BERRY MRS ELOISE
BROCK JEANNE D
COLLIER ARTHUR J
CULBERTSON MILLICENT K
FENN JR N E
FLING JAMES H
HALL F PATRICIA
HAND S E
HARTSFIELD ALBERT C
HOLMES L A
JAGGEARS FLOYD R
JAHNS IRWIN R
KIRKLAND ETTA M
LAW L BOB
MILEY W W
PALMER ROBERT E
ROBERTS WILLIAM W
SCHROEDER WAYNE
WILSON HARVEY L
WRIGHT REX

TAMPA
CAMMARATTA DON
MORGAN HENRY W
THOMAS F H

W PALM BEACH
PHILLIPS PAUL L
YOUNG CHARLES A

WILTON MANORS
PAULETTA RICHARD M

WINTER HAVEN
NETHERCOTT JANET

GEORGIA

ALBANY
ADAMS HENRY O
MARSHALL ROBERT L
TODD JAMES A
WHITE B B

ATHENS
COMMANDER JR FRANK
JOHNSON EUGENE I
SPENCE RALPH B
TATA VINCENT L
ULMER CURTIS

ATLANTA
BROWN EDWARD T
ELROD FRARY
FULLER JOSEPH E
FULLER TOMMIE C
KING HARRY S
KIRKLAND MRS CATHERINE
MOSS JAMES T
PHILLIPS ANDREW G
SMITH MRS BETTY DEAN
TORRENCE PRESTON
TROOBOFF BENJAMIN M

AUGUSTA
GILBERT CARSWELL S
MUNS RICHARD LEE

CARROLLTON
CLARKE MRS RAY V
JOHNSON COLLUS O
VARNADO JEWEL

CHAMBLEE
CLAIBORNE MARY K

CLARKSTON
MOBLEY JOHN E

COLUMBUS
RICHARDSON JERE M

CUMMING
SOSEBEE A M

CUTHBERT
BARNES DOUGLAS R

EAST POINT
KOTH ALAN R

GRIFFIN
KEY G JEFF

HARTWELL
STRANGE MRS ROSETTA S

LAFAYETTE
PETERSOHN R L

LUDOWICI
BAKER ROBERT L

MACON
LEWIS FRANKLIN F

MCDONOUGH
COMBS JOHN HENNIE

MCRAE
WILLIAMS MRS BESSIE H

NICHOLSON
ORR MRS THELMA P

PERRY
SUTHERLIN MILTON

ST SIMONS ISL
ANDRESS BOBBY R

SAVANNAH
VAN PUFFELEN MRS VIRGINIA

STATESBORO
BONNIWELL HILTON T

THOMASVILLE
WILLIAMS MRS BETTY

TOCCOA
HENDERSON MRS BETTYE R

VALDOSTA
BECH VIRGIL B

WAYCROSS
O QUINN CLYDE E

HAWAII

AIEA
TOGUCHI YUKIO

HONOLULU
CHANG ABBIE
DAHL SHERMAN
DAVIDSON MRS BETTY M
FUJIYOSHI GILBERT
HIGA NOBORU
HO MRS ELSIE K Y
JUSUF MRS VERLIE A
KAWATO LOUISE
LAU FRANCIS L S
LE VINE JAMES
MURATA BARBARA
NAKAMURA WILFRED
OKIMOTO WALLACE
SATO NOBUO
WATANABE FRANK
YOSHIOKA MRS ALICE

KAHULUI
FUKUOKA MASAMI

KAILUA
KEANE MADELINE S
RAMOS CIRVALINA N
VAN BARENTZEN HELEN

KANEOHOE
BAKER WILLIAM N
BROWER JEAN E

LIHUE
MORITA EDWARD S

WAIMANALO
ELLSWORTH PHILLIP L

WAIPAHU
FUKUDA AKIRA

IDAHO

BOISE
ROSE MARVIN E
SHOWMAKER BETTY P
IDAHO FALLS
BRIZZEE CHARLES P
POCATELLO
WICKLUND LEE A
SANDPOINT
JONES JACK E
TWIN FALLS
GLASSCOCK MARVIN

ILLINOIS

ARLINGTON HGT
FISH JOHN T
BARRINGTON
FREBAULT HUBERT J
BELVIDERE
MCALLISTER VIRGIL E
BLOOMINGTON
MUNRO MRS JOSEPHINE
SCHLENKER MRS ALICE
CAIRO
DUFF MRS GRACE
CHAMPAIGN
SUMMERVILLE C E
CHATHAM
GOODMAN RALPH L
CHICAGO
BENNETT EDWARD C
BOND SAMUEL L
BOTTOM DALE C
BRADLEY RICHARD
BRIGGS ALBERT A
BURKE THOMAS S
CAREY CLARENCE B
CARROLL JOSEPH L
CLARKE B T
CLARKE MRS BETTY T
CLAYTON RONALD K
COFFEY THOMAS F
CONNERY JOSEPH
COSNOW ROBERT S
DUFFIE BURTON
FASAN WALTER R
GIANOPULOS JOHN W
GOOSLY RUTH M
GRIFFITH WILLIAM S
HAIMOWITZ MORRIS L
HEING GERARD J
HINES WILLIAM
HUNT OPAL G
HUTCHENSON JOHN R
JOSIF BERNARD R
KOENIGSEDER MRS MARION
LASKY WM N
LEHMANN HERBERT W
LITCHFIELD ANN
LONG ROLAND J
MARSH JEANETTE B
MARTIN DOROTHY L
MINASSIAN MARY D
MURPHY ROBERT A
POPE MRS HENRIETTA H
PORTLE JOSEPH J
RACKY DONALD J
REDALIEU JOSEPH
SCHULTZ M ELDON
SHORT A WILLIAM
SILBER NORMAN
SMITH NATHANIEL H
SNYDER DONALD E
STEJSKAL ARTHUR J
WIEGMAN FRED B
WILLIAMS MRS RUTH MCD
ZANSITIS JR PETER
CHICAGO HGTS
JOHNSON ASHLEY
SPALDING WILLIAM
CICERO
CLASSEN ARTHUR C
CLARENDON HILL
HERZOG EDWARD E
CRYSTAL LAKE
SCHULTZ ROBERT W
DANVILLE
BAILEY MRS JAMES R
DAVIDSON MRS MARY
DILLER MARY ANN
STELZER EARL E
DECATUR
GREEN ROBERT G
HECKERT MRS LESTER F
KEAS DELLOYD W
YOUNG D L
DEKALB
CHRISTENSEN ARDIS A
CLETTENBERG JOSEPH E
MUNS ARTHUR C
SORENSEN ELLEN
DES PLAINES
KRUZEL ALEXANDER
DIXON
MAYER LEON A
MEYER LEON A
EAST ST LOUIS
BURNS RUFUS T
FALCONER ROLAND
EDWARDSVILLE
SANDERS RICHARD R
ELMHURST
SMITH KENNETH G
WALSH KATHLEEN N
EVANSTON
SIEBEL GEORGE E
EVERGREEN PARK
MCCALEB MELVIN R
GRANITE CITY
WITTEVRONGEL M A
GRAYSLAKE
BAKAS PETER
HARVEY
JOHNSON ROBERT E
HAZEL CREST
LOCKWOOD CHESTER C
HIGHLAND PARK
LANGER MRS MARGARET
JOLIET
BEACH ROBERT M
SULLIVAN WILLIAM J
KANKAKEE
FERRIS DAVID L
LIBERTYVILLE
LARSON DEAN G
LOVINGTON
RHODES OPAL T
MARION
MESCHER C HAROLD
MATTOON
LASH PATRICIA
SHERLINE HAROLD A
MAYWOOD
OKELEPEK JOHN
MCHENRY
LITTLE GENE
MOLINE
PATTISON MRS ROSE M
SIMS MRS E S
MT PROSPECT
HURST JOHN A
RANDLE W L
NAPERVILLE
CHESSMAN JR ELMER F
NORMAL
BROWN FRANCIS R
NORRIDGE
LUND DONALD J
NORTH CHICAGO
JENKINS WILLIAM I
GLOGOVSKY RICHARD
OAKDALE
MUSSELMAN A DALE
OAK FOREST
KEATING MICHAEL R
OAK LAWN
FITZGERALD JAMES R
OAK PARK
HEPKER W O
KINERT HARRY
MCGOWAN MARGARET E
OQUAWKA
DENNISON LEMAN A
PALATINE
MUELLER CHARLES L
OLSON OMAR L
PARK RIDGE
NEWELL ARTHUR L
PEORIA
CLEMMER RODGER
CUNNINGHAM HARVEY
RIVER GROVE
ROHLING RALPH K
ROCK ISLAND
BERGWALL M C
ROCKFORD
ANDREWS AL
SKOKIE
SHUTE GLADYS G
SPRINGFIELD
ESAREY J CLARK
LAPE KEITH R
LAWSON ALEXANDER E
MCARDLE GEO W
MANN THOMAS W
STERLING
TONKIN W J
STREATOR
MARTIN LEO J
URBANA
SPITZE MRS HAZEL T
VILLA PARK
NORTH WILLIAM L
WAUKEGAN
GRAVES RICHARD G
WHEATON
PAYNE DANIEL J
WINCHESTER
WILSON RUSSELL
WINNETKA
UDE NORMAN
ZION
MCPHERSON JR LEON A

INDIANA

ANDERSON
JONES ROSEMARY
BLOOMINGTON
ATWOOD H MASON
TAYLOR CHESTER G
BLUFFTON
WHITE MABEL K
CHESTERTON
HAYCOCK JACK C

CLOVERDALE
NALLEY JOHN M

CONNERSVILLE
JOYNER LOUISE

ELKHART
UPDIKE GLENN H

ELWOOD
KINTZEL GEORGE L

EVANSVILLE
LYLES CARL C DIR

FT WAYNE
COLEMAN DON
HATFIELD JOHN N
QUANCE RAY
STOVER CALVIN W

GARY
JONES H R
KRAMPE VIRGIL
MCELROY LOUISE A
MICHAEL BERTIN W
MOLCHAN E J
TAYLOR JAMES W
VAS CHARLES

INDIANAPOLIS
BRIDGES JOHN R
CROFT FRED A
GAITHER JAMES M
GIPSON TRENT
HAAS WARREN F
HILL MRS VIVIAN E
JACKSON WARREN K
JOHNSON OWEN A
LAYTON HELEN
LEWIS DELBERT E
MEYERS PERSHING
RODDY GEORGE A
SCHANKERMAN MAURICE
SESSION FANNIE M
STEWART JAMES E
TIPAY WILLIAM
WALKER CHARLES D
WETZEL PAUL W
WHITE VIVIAN Y
WILLIAMS MRS RUBY L
WISELEY RONALD G

JEFFERSON
MULLINS HOBERT

JEFFERSONVILLE
HATFIELD NEWTON

KOKOMO
HIMELICK A A

LAFAYETTE
THAYER KENNETH L

LAPORTE
WESTPHAL ARLO

MARION
RUSSELL ARDEN E

MICHIGAN CITY
WENZEL MELVIN W

MUNCIE
BURT FRED W
CRADDOCK JOHN R
WHITEHEAD DON

MUNSTER
HAYDEN JACK H

NOBLESVILLE
TEGARDEN JOHN T

PENDLETON
STANTON NILE
THOMAS HERSCHEL B

PERU
THOMAS H B

PORTAGE
WINFREY JOSEPH

SOUTH BEND
MCCLELLAND SAMUEL D
POWELL LEWIS
WYSONG RICHARD M

TERRE HAUTE
SCHUSTER KENNETH

UNION MILLS
DUNK JOHN R

VINCENNES
BOTTENFIELD JACK

IOWA

ALGONA
LAING OTTO B

AMES
BEAVERS IRENE
HOLMES GLENN E
NELSON MERLENE E

ANKENY
BELLIZZI NICK
BERGSTROM ELDON
GAILEY M LAMAR
LANGERMAN PHILIP D

BETTENDORF
SCHULTZ RICHARD

BURLINGTON
EASTIN RAY
LEWIS LYLE L
SCHULZ CHARLES E

CALMAR
ANDERSON RONALD H

CEDAR FALLS
KLINK AURELIA

CEDAR RAPIDS
BRICKNER DUANE C
HAMILTON MRS DORIS
WAHRER RALPH

CLINTON
GLENN GEORGE E
LAW JAMES R

COUNCIL BLUFFS
EITMANN DENNIS
HAMILTON JAMES E
MILLER WALLACE V

DECORAH
KORANDA NOEL

DES MOINES
DOCKENDORFF M M
HOLMES DAVID P
JOHNSTON C J
BUSSELL KEN
SHELDON JAMES
SIMMONS DONALD E
THOMPSON CLARENCE H
TROTTER J A
VERSTEEGH MADGE
WALTZ D MARVIN

DUBUQUE
MCGOVERN MELVIN P
MARIHART EARL
NUGENT THOMAS G

ESTHERVILLE
VAN DRIEL BOB

FORT DODGE
WARFORD LARRY J

IOWA CITY
DAVIES J L
RAGSDALE JR J P
WASINGER GORDON B

KEOKUK
FRETWELL ROBY E

LE MARS
LARSON EVA H

MAQUOKETA
GRAN JAMES R

MARSHALLTOWN
DEJARDIN CONRAD
SCHNEIDER RICHARD W

MASON CITY
RYERKERK DONALD A

OTTUMWA
GREEN F E

SHELDON
MARTIN CLARENCE E

SIOUX CITY
COX ROBERT P
KING MRS JANET
SELLEN MRS JANE

SUMNER
WIEBKE GLENN H

WATERLOO
LIPPOLD DONALD L

KANSAS

COLBY
LEGGETT WILLIAM W
SANDERS J C

DODGE CITY
DELLINGER RALPH A

FT RILEY
CHIEF EDUCATION DIV

GARDEN CITY
HEINRICH CARL

HAYSVILLE
CRUM GLENN O

JUNCTION CITY
VOLLAND V

KANSAS CITY
MOTEN CHAUNCEY
SHIRLEY DON D

LAWRENCE
LOGSDON E J

LEAVENWORTH
WILSON RALPH E

MANHATTAN
VERSCHELDEN ROBERT J

OLATHE
POTTER WILLIAM C

PAOLA
MALLARD HARRY

SHAWNEE MISSION
LONBORG DANE

TOPEKA
LEE W W
RUSSELL W WALTER

WICHITA
KLEPINGER GERALD C
ZIMMERMAN ELSIE

KENTUCKY

BOWLING GREEN
NAVE WALLACE

FRANKFORT
COOK TED
PIKE ROBERT F

LEXINGTON
HAYES EDYTHE J

LOUISVILLE
WHITMAN CURTIS W

MOREHEAD
EYSTER GEO W
HAYES ANN P

LOUISIANA

ALEXANDRIA
PEACH MRS LUCILE S

BATON ROUGE

BOYET ROBERT W
COUVILLION C C
HAMMETT E L
SPEARS CARL D
SYLVEST JAMES

BENTON

BROCK CLAY

GRETNA

BURNETT,I EMETT
COTTEN WILLIAM
ELLIS JAMES W

MANSURA

BROWNING MARIE

MONROE

MEREDITH GLENN

NEW IBERIA

SCILFO SAM

NEW ORLEANS

AUBRY ALFRED J
BALEN MIKE J
BOHNSTORFF WILLIAM K
BROWN HARRY P
CINCORE STERLING
CONWAY HILDA
GLISSON GERTRUDE
HAMILTON HENRY JR
NYMAN JOHN W
PORTER CLEOPATRA
TURNER DORETHEA
WILLIAMS HAROLD J
WRIGHT WALTER C

RINGGOLD

GRESHAM LAVERNE P

MAINE

AUBURN

PELLETIER ELEANOR A

AUGUSTA

ADAMS RICHARD C
MORAN JOHN P
SEYMOUR JOHN E

BANGOR

MACLEOD KENNETH I A

BIDDEFORD

JOHNSON ROGER R
WOOD JOSEPH N

CAMDEN

BARKER C LEROY
CURRAN ROBERT I
DAVIS S VINCENT
SORENSON RICHARD

E VASSALBORO

GAUER ERNEST

FARMINGTON

HOWELL DONALD J

FORT KENT

DAIGLE LAUREL J
SAUCIER DANA

JACKMAN

PLOURDE VALERE R

LEWISTON

CONNORS ROBERT V

LINCOLN

NIGHTINGALE MR

LOVELL

LITTLEFIELD MRS KAY F

OAKLAND

MCKENZIE JOHN

OLD TOWN

EATON DAVID E
JONES VERDELL
MONK ARTHUR L
MORGAN JOHN
OCONNER JOHN E

ORONO

AXFORD ROGER

PORTLAND

FLANAGAN JAMES E

PRESQUE ISLE

DICKER JANET
JOHNSTON MRS ELIZABETH
MCGOWAN DOUGLAS
MARTIN DONALD L
SARGENT PHILIP

S PORTLAND

TOLMAN MARTHON G

VAN BUREN

LEVASSEUR GERALD N

WATERVILLE

BEAL STETSON
DOBLE BERNARD
KING BERNARD
MCGINNIS LEONARD D
MATHIEU STAN
PELLETIER FIRMIN

MARYLAND

ANNAPOLIS

WISE DANIEL C

BALTIMORE

ADAMS ALBERT
ALLEN MARY C
BAUERNFEIND MRS NAOMI
BELL WILMER V
BROWNING GORDON B
CALDWELL BEULAH
CORNISH MRS THELMA M
COZZI ADRIAN
DALINSKY ISADOR J
EDELMAN EVELYN P
FAUPEL MURRAY
KAUFMAN MARVIN B
MASTER BERNARD
MOORE NORMA J
PROCTOR JAMES O
RUSSELL WM W
UCHUCK GEORGE R
WELKOS HILTON W
WILKINSON CHARLOTTE A
WILLIAMS MRS BERYL W
ZEBLEY JR JOSEPH W

BETHESDA

BALDWIN GLENN J
GALLAHORN JR JAMES T
NEALE MARIAN M
PAGANO JULES
QUICK ROBERT W

CENTERVILLE

WEBB JOHN H

CHEVY CHASE

BROAD MARY L
LUKE ROBERT A

COLLEGE PARK

CLARK HAROLD A

COLUMBIA

HAYNES EVELYN G

CUMBERLAND

MILTENBERGER MARY C

ELKTON

WEAVER LUBY S

FREDERICK

ROBINSON ALICE L

GAITHERSBURG

SNYDER FRANK
WARD JAMES R

HAGERSTOWN

OTTO FREDERICK F

LEONARDTOWN

DODSON HELEN P
SWANN A HOPE

MARBURY

YORK LEON F

MT RAINIER

RYAN EVALYN R

OXON HILL

HAGGERTY JOHN J

PRINC FREDERICK

REID RUTH R

ROCKVILLE

DAY NORMA
RICHARD D E
SHAW NATHAN C

SILVER SPRING

DELLEFIELD CALVIN J
FLEMING WILLIAM J
PITCHELL ROBERT J

TEMPLE HILLS

HOLMES MARGARET

TOWSON

GREENE THOMAS M

UPPER MARLBORO

OLSON RUSSELL F

WESTMINSTER

MUSSER NED C

WHEATON

DORLAND JAMES R
SAMET MRS MARGARET

MASSACHUSETTS

AMHERST

HEALY PAUL E

ARLINGTON

FOX JOHN F

BELLINGHAM

SMITH PAUL A

BOSTON

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CICCARIELLO BRUNO
GILLIS FREDERICK J JR
SULLIVAN FRANCIS X

BROOKLINE

MACDONALD ANN E

DEDHAM

SHERIDAN EDWARD J

FALL RIVER

NEW CAREERS PROGRAM
SHAPIRO MANNIS

FITCHBURG

KIELTY MARGARET E

FRAMINGHAM

CULLEN JOSEPH B

LEXINGTON

DWYER JOHN C

LOWELL

REGAN SALLY P

LYNN

BERLYN MARY D

NEWTON

KNOWLES MALCOLM S

PEABODY

HOLDEN FLORENCE A

SOMERVILLE

DELEO RITA J

SOUTHBRIDGE

OBRIEN DAVID C

SPRINGFIELD

FITZGERALD GERALD F

UXBRIDGE

MAYNARD C DONA

W BOYLSTON

MCGRAIN GERALD E

WELLESLEY

HOWARD JR JOHN C
WESTON
MARTIN ANITA L
WINCHESTER
IZZO RAYMOND J
WOLLASTON
ANDREWS ANTHONY S
WRENTHAM
TITUS PRESTON I
W SPRINGFIELD
GOSS LAWRENCE

MICHIGAN

ALLEN PARK
SARKISIAN EDWARD
ALMA
ROHRER K HUGH
ANN ARBOR
GREER KENNETH
MCCLUSKY HOWARD
AUBURN HGTS
MOTT RICHARD R
BATTLE CREEK
VERRETTE EUGENE R
BAY CITY
SCHULTZ HAROLD E
BENTON HARBOR
DENTON BEATRICE
BIG RAPIDS
BUTCHER DONALD G
BIRMINGHAM
MALWITZ HOWARD L
BLOOMFIELD HILL
FIGHTMASTER WALTER J
DETROIT
BROWN WILBERT
FERRIER D RAY
FINNEY SELMA
GILLIS RUBY
HELMLING JOHN L
JEFFRIES LEWIS I
MCGREGOR ALBERT E
MCPHERSON ALLAN R
TURK RICHARD
EAST DETROIT
WETZEL LEWIS D
EAST LANSING
KLEIS RUSSELL J
FENTON
WENSEL KENNETH R
FERNDALE
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FLINT
BECKER WILLIAM E
BLACK MYRTLE
BLAIZE JOSEPH
BLUM RUTH W
BROADWAY ODELL
BROWN MRS HELEN E
BRUNDAGE BEVERLY
CHAPMAN BYRON E
CLANCY PETER L
COCHRAN MRS MAVIS F
DAVIS ANNA C
DAVIS GERALD F
DODD MRS ETHEL
DRESSELL MRS ANNE
ELGOOD ANN
EMERY EARL R
GERKOWSKI RAYMOND
HOLLAND DOROTHY
KIRKLAND MRS DORIS
LESLIE MRS MARION
MANYCH NICKOLAS
MARTIN JACK
MAYES TOM
NIERMAN WAYNE H
PAPPADAKIS NICK
PERCIVAL RAYMOND A
RANDALL LINDA
RANDALL MRS MARGUERITE
SAYLOR TREVA R
SCHULZ MRS CATHERINE
SCHULZ LOUIS
SITTS MARVIN
SOUTHWELL ANN
THOMAS LEONARD
WOOLFE MRS ELEANOR
WRIGHT CAROLYN
GALIEN
BOND FRED W
GRAND RAPIDS
FARMER JAMES
HOFMAN JOYCE
SWETS MARINUS M
GROSSE POINTE
BAYNERT MRS BOGDAN
HADLEY
COPEMAN KENT L
HARTLAND
POLEY JACK C
HAZEL PARK
KROMER WILLIAM
HIGHLAND PARK
DAVLANTES STEVE
VALADE WILLIAM J
IONA
WHAN JON M
JACKSON
SAYRE CHARLES W
KALAMAZOO
FIEBIG WALTER W
RYNBRAND PAUL
LANSING
CIGHERA ALLAN D
HANSEN NIELSEN S
JAFFE CATHERINE
KEYES KARL M
PAIGE LARRY
LIVONIA
ANDERSON JOHN W
HERSHEY HARVEY
MADISON HTS
DIGIULIO WILLIAM
MANISTIQUE
BONIFAS RICHARD
MIDLAND
SWEET WILFRED
THOMAS LOWELL G
MILFORD
BLOSSER CHAS R
MONROE
NEVEL ROBERT
MT CLEMENS
BIELAWSKI RALPH A
WESTVELD JEAN
MT PLEASANT
MCGEE D REED
MUSKEGON
AUSTIN JAMES K
BARRY THOMAS
MCNEILL DAVID W
NEGAUNEE
MOURAND DON
NILES
KOVAC A JOHN
OAK PARK
DERMODY JAMES
OLIVET
KOTLARK JOHN J JR
OTISVILLE
LINDSAY KENNETH
PINCONNING
ZIMMER LE ROY J
PONTIAC
ARSEN DONALD
EVERITT TOM
PORT HURON
JOLLIFFE WESLEY S
PORTAGE
VLIEK TED
ROCKFORD
KLIMINSKI GEO
ROYAL OAK
LIGHT DOUGLAS C
SAGINAW
ROBINSON EARLE
RUPLE DEAN E
ST CLAIR SHORES
CHENOWETH RALPH W
KLINGMAN ROBERT
MICHELSON E S
THORSON PHILIP
ST IGNACE
MULLALLY HELEN
SOUTH HAVEN
CRUM RUTH O
STANDISH
GRAY JIM
SWARTZ CREEK
PERRY MRS JOAN
TAWAS CITY
GERBER GENE
UNIVERSITY CTR
HENNING OTTO
WARREN
BURDI MRS ANNA M
WAYNE
LOMBARD JAMES S
WYANDOTTE
MOHR HAROLD I
WYOMING
LANE KENNETH C
YPSILANTI
LETARTE CLYDE E
SIBILSKY JESSIE C

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BAILEY NORMAN K
ALEXANDRIA
PACIOTTI A A
ANOKA
BERGSTEDT THOMAS
ROSENWINKEL HOWARD
AUSTIN
FLANNERY JAMES D
BEMIDJI
MIDTAUNE THEODORE B
BLOOMINGTON
LOTHROP JOHN
BRAINERD
FOX EDWARD H
E GRAND FORKS
JOHNSON KENNETH L
EXCELSIOR
SCHMID TOM E
FARMINGTON
BOEHLKE R O
FERGUS FALLS
LARSON JULIA C
GRANITE FALLS
HANSON M E DUBY

HUTCHINSON
MACEMON WARREN E
MANKATO
CLEWELL DR GERALDINE
MINNEAPOLIS
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CZIOK LESTER V
DAVIS ELIZABETH R
FELDER JR F DOUGLAS
HANSEN J C
LARSON ROBERT E
OSTER J ALBERT
PALM WILBUR K
PHILIPSON W D
PLOETZ GEORGE B
N ST PAUL
GILBERTSON CLIFFORD A
NORTHFIELD
AUSTIN D C
ROCHESTER
CASSAN MRS RHEA
HEINTZ EMIL
ST CLOUD
HUTCHENS WARREN H
OLSON HARRY
WAKEFIELD JAMES C
ST PAUL
BRYANT BENJAMIN F
CLASEN S W
DEZIEL VERNON P
FANNING CHAS A
JASINSKI EDMUND S
MILLER MAJ JOHN A
MUELLER ELMER A
S ST PAUL
MIKEL DANIEL
STAPLES
GUELKER WILLIAM E
STILLWATER
HOBSON R D
THIEF RVR FALLS
AUNE ARNT N

MISSISSIPPI

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BROWN JR RICHARD
BRAINTREE
PIZZANO VINCENT J
CAPE GIRARDEAU
GILBERT GARY K
CLARKSDALE
GORMAN LEE ROY
HADLEY
PRENTISS DAVID L
JACKSON
POLK JR ERNEST E
SYLVESTER E P
MERIDIAN
SHANK JACK
MOUND BAYOU
CAIN NELLIE JO
TUPELO
HOLLADAY C E
WOOD WYLIE

MISSOURI

CHESTERFIELD
GARRISON JAMES M
CHILLICOTHE
FITCHETT LEE
NYBERG RODER DIR
COLUMBIA
ELLIOTT CECILE
GREGAN PETER R
KARNES JAMES B
WILLOWS JAY
EUREKA
STANTON ROBERT J
EXCELSIORS SPGS
BERGER MRS SANDRA
CARROLL SANDRA L
FERGUSON
LAULESS WALTER
FT LEONARD WOOD
ASMUTH LYNN Y
HICKMAN HILLS
DE HELMS DAVID R
HILLSBORO
TURNBOUGH NORMAN E
WALSH RAY
INDEPENDENCE
WALTON VIRGINIA
JEFFERSON CITY
GHAN BILL
LONG ELWIN
JENNINGS
LOCHMOELLER ED
JOPLIN
MAUPIN JAMES K
KANSAS CITY
ALEXANDER KAREN
AUSTIN EMMY
BROCK MADALYNE P
BROWN ANTRONETTE
COSTELLO ANDREA
COWAN PATRICIA J
HILTON HARRY H
MOCKER DONALD W
THOMPSON MARVIN
TILLMON W R
KIRKSVILLE
MITTLER ELI F
KIRKWOOD
MOORE MURL R
MARYLAND HGTS
HART NELSON
MARYVILLE
SCOTT MARY ETTA
PAGEDALE
BUCKNER COLLA
ST LOUIS
BATTISTE WILLIAM
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BURDEN FRANKLIN
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FINLEY DEL G
HUBBARD JIMMY R
JOINER LUCILLE L
PELS CLIFFORD J
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TUCKER CLARENCE
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SEDALIA
RICHARDS MRS CHRISTINA
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SUNSET HILLS
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WARRENSBURG
SHIRLEY TODD

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KEISER MARJORIE
UBER MARY IRENE
HAVRE
ORR CALVIN R
HELENA
CALVIN W KENNETH
CUNNEEN WILLIAM J
ROBINSON FRED O
MISSOULA
GIESE JOHN H

NEBRASKA

GRAND ISLAND
FEASTER BURTON
HASTINGS
GAINES STEPHEN O
LINCOLN
HILL LEONARD R
HORNING LEORA N
JOHNSON C LONNIE
LIGHTBODY JAMES E
MCCOY H L
STOLLER RONALD E
OMAHA
LILLA EUGENE T
PARRISH EDWIN H
WAGNER MARIE B
SCOTTSBLUFF
LEWIS JOHN K
NAGEL DON

NEVADA

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BOBAY JACK
BUNTEN JOHN W
GRIFFIN JOHN V
ELY
LORENSEN BURTON L
LAS VEGAS
LELAND LYLE L
STURM RAYMOND L
N LAS VEGAS
WHELAN ROBERT J
RENO
DONEHOWER GRACE M

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PINETTE RICHARD E
CLAREMONT
SEBERT WILLIAM E
CONCORD
KRISTOFF MARK
SIDERIS JOHN E
DOVER
GRAVES E R
FRANKLIN
BURLEIGH JOSEPH
GREENVILLE
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KEENE
MAYES JACK
LACONIA
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GRIFFEN MRS DORIS
NESHUA
COTE CHARLES R
ROCHESTER
GREEN RICHARD P
ROBERTS ELEANOR

SOMERSWORTH
PAPPALARDO JOSEPH L

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HAMM WILLIE J
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BATTAGLIA MANUEL A
BERGENFIELD
BAGGS BERNARD
CHERRY JR JAMES A
BRIDGETON
MASTORASKI FRANK
CALDWELL
CROSS BURT D
CAMDEN
BUTLER REBECCA B
SMITH LAMOND H
CHERRY HILL
GAMBACORTA ROCCO
GUIDRY WILLIE P
CLEVELAND HGTS
ZIEMANN JOHN R
CLIFTON
SWISHER CLIFFORD G
COLONIA
MINKOFF DOROTHY
ENGLEWOOD
CONTI CHARLFS M
STENZEL ANNE K
TROUT JOHN
FAIR LAWN
KIMMEL DAVID S
FLEMINGTON
COFFMAN DONALD R
FORT LEE
MOFFETT CHARLES R
GLASSBORO
CROSS LIVINGSTON
HARRIS DOLORES
HOY JAMES M
HACKENSACK
ROSENBAUER EDWARD J
HASBROUCK HTS
FALB MRS ALICE C
LAWNSIDE
RAINEY JOHN M
LITTLE FALLS
WHITFORD HANNAH J
LITTLE SILVER
BROWNING WILLARD F
MANAHAWKIN
MOFFETT 111 CHARLES E
MAPLEWOOD
FARLEY EUGENE
GRAFFAM GEO S
MAYWOOD
FLAHERTY JANE F
MIDLAND
SIEMSEN JOHN G
MILLBURN
BAUER WALTER J
MONTCLAIR
ENG RICHARD T
MOORESTOWN
HEAL MRS FLORFNCE L D
KLANSEK WILLIAM
MORRISTOWN
PRYBYLOWSKI LEO
MOUNT HOLLY
HUSS H
MT LAUREL
GORSKI ROBERT J
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CHRISTIE VICTOR J M
STUCK WILLIAM W
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RUSSELL LESTER F
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ORANGE
FISCHER MRS JOAN
PARAMUS
MARSHALL LOIS E
SILVERMAN SIDNEY
PARSIPPANY
MOTT JOHN H
PATERSON
KOCH GEORGE J
PAULSBORO
NAPOLI FRANK J
PENNINGTON
UDY E NORMAN
PENNSAUKEN
WARDACH JOSEPH S
PENNSVILLE
SMITH MILTON G
PHILLIPSBURG
LUTZ KENNETH E
PLAINFIELD
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FREEMAN JAMES M
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HARLAN ROBERT W
RAHWAY
HIRSCHMAN EDWARD
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GILBERT STANLEY
RIDGEFIELD
BURKART AUDREY C
RIDGEWOOD
BABCOCK MRS S H
CAMBLIN JOHN H
RIVER EDGE
BROWER ROBERT
ROCKAWAY
HARGREAVES RAYMOND C
SCOTCH PLAINS
KLICK MICHAEL R
SOMERVILLE
MOORE LAWRENCE L
OLIVER DAVID G
S ORANGE
GNAGEY THEODORE P
SPARTA
VELTHOVEN BEN
SPRINGFIELD
LINKIN HARRY E
TEANECK
FALK FRANK
TENAFLY
GOLDENSOHN MRS IRENE
PARMER WILLIAM W
TRENTON
BERNOCCHI CATHERINE
BUTORAC FRANK
CANTELOPE LEO J
CRABTREE ARTHUR P
GROSS JAMES R
HOLFORD WILLIAM R
KUSER MRS ALICE P
SNOW GEORGE A
WEINHOLD CLYDE E
UNION
POWELL CONEY A
UPPER MONTCLAIR
AST JR RAY J
DE SANCTIS VINCENT
DICK MRS FLORENCE
OUDERKIRK MRS MABEL M
VINELAND
SIMMONS CARL W
WASHINGTON
HEPPA VICTOR
WAYNE
FRITZ EDWARD W
WESTFIELD
SCHWEITZER CHARLES A
STEENGRAFE WEYMAN O
WESTVILLE GROVE
CRUDO PHYLLIS M
WILLINGBORO
SCHMOLL MORRIS E
WOODBRIDGE
SHAPIRO GEORGE B
VALENTINE ROY E

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DOMINGUEZ RALPH G
DURAN CLETO N
GONZALES FELIPE C
NARANJO ENNQUE E
RIVERA DAN J
LOS ALAMOS
SMITH DUANE
PORTALES
RASMUSSEN KENNETH W
ROSWELL
PURLEY A F
WOOLLS DONALD P
SANTA FE
TANEN S
TRUJILLO THOMAS M
WILLIAMS MRS WINNIE A
UNIVERSITY PARK
HILL CLARENCE M

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CAMPBELL BOYD P
CARR NEIL W
COLLINS JOHN
DIPAOLA JOHN MICHEAL
FREEMAN W WILLIAM
GANELES DAN
HOUGHTON A T
JOHNSON HARVEY
MANGANO JOSEPH A
MAYNE SR HERBERT F
MURPHY GARRETT W
NEFF MONROE
OSTLER RUTH ELLEN
PACELLI ANTHONY R
SEVITS DONALD
SHAVER ELTON F S
SHAVER WARREN C
TRACY JOHN H
TURONE THEO J
WARREN HELEN A
WILLIAMS HAROLD A
WOOD DONALD S
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WILMOT ROBERT L
BAINBRIDGE
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COOPER JR LEONARD
BARKER
BERTHA JOHN P
BEDFORD HILLS
SHILEN RONALD
BETHPAGE
MORANTE NICHOLAS
BINGHAMTON
LILLIE JOHN B
BRONX
BIENSTOCK BERNARD
BRAIN JOSEPH J
MURPHY JOHN L
NIETO JAMES J
NOBLE JR J KENDRICK
STILLERMAN M
WANZER EARL C
BRONXVILLE
GRIFFIN E
NOBLE NORMA JEAN
BROOKLYN
DIAMOND SOLOMON
DIENER MAX
FLANAGAN GENE J
HERSHOW GEORGE
KAUFMAN ROBERT R
NEEDLEMAN MORRISS H
PERLMAN ALICE
VAN SANT THOMAS A
WILSON MRS JOAN
BUFFALO
BEANE CATHERINE D
KLOCKE JOSEPH F
NEVIN MRS MARGARET
PARDUCCI RONALD E
THOMAS RALPH R
YAVNO JEROME M
CHAPPAQUA
SICZEWICZ MICHAEL
CHEEKTOWAGA
EICHELBERGER RICHARD G
COMMACK
BAIRD PHILIP
CORNING
SANGLIER THOMAS
CROTON-ON-HDSN
MILOFSKY HARRY
DELMAR
POPP JANET E
E GREENBUSH
BENNETT THOMAS
EAST MEADOW
GRAHAM MATTHEW M
EGGERTSVILLE
CRUSER MRS ANGELA S
ELMIRA
BARNETT MRS JUNE W
CIERI WILLIAM R
FARMINGDALE
NIHAN JAMES F
FLUSHING
KATZ BERNICE
FOREST HILLS
FLEMING ELMER N
FRANKLIN SQUARE
DRISCOLL FRANCIS X
FULTON
KEMMIS RICHARD J
GARDEN CITY
MARTINI T
PELTON ARTHUR E
GREAT NECK
CRAIN SUSAN
RAUCH DAVID
GUILDERLAND CTR
CARLSON D A
HAMBURG
WILKER JEROME F
HAUPPAGE
BECK CARL
HENRIETTA
FAY WILLIAM J
HEWLETT
LOTZ HENRY T
OTIS HARRISON G
HICKSVILLE
ASH JOHN M
DE NINNO PETER N
ITHACA
DVORAK JR CHARLES F
SHEPPARD JR FRANK W
JAMESTOWN
WOODRUFF JOHN M
KENMORE
GODFREY STEPHEN M
LACKAWANNA
MICHAELS LEO A
LEVITTOWN
BOEGEL THOMAS J
JAMES THEODORE E
LONG BEACH
LUCAS CAROL
LONG ISLAND CTY
GORDON ABRAHAM
LYNBROOK
GREENBERG FLORENCE
MASSENA
BUTLER HARRY O
MINEOLA
PACILLO PATRICK
RUSSO GEORGE
MOUNT VERNON
REDDEN ELINOR J
NEPONSIT
MOSS DORIS F
NEW ROCHELLE
DRESCHER RUTH W
NEW YORK
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CASS MRS ANGELICA W
COUSMINER MRS JOY
FRUEHLING DON L
HANNAN MRS JUSTINE
HARKINS JEROME
HEWELL GRACE L
KLEIN ARTHUR
LEPPERT ALICE M
MANLEY MRS MARILY
RAGIN LUTHER
RIVERS BELLE
ROBINSON MRS MARION M
ST MARIE MRS SATENIG S
SMITH J RICHARD
SUOZZI JOSEPH J ANTHONY
SUSSMAN EVELYN K
SYMONS MARY ANNE E
THAL HELEN M
WADLINGTON ALICE T
WIENER SOLOMON
WOLFSON TOBY
NEWARK
WERTS FRANKLIN E
NIAGARA FALLS
CHILLE ALBERT J
FRANCIOSA GERARDO
RESCIGNO LOUIS J
WELCH ALLEN
N TONAWANDA
HOLMWOOD DONALD P
PEARL RIVER
NOONAN LAWRENCE A
PLAINVIEW
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PORT BYRON
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PT WASHINGTON
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POUGHKEEPSIE
MAVODONES ZINAS H
RIVERHEAD
MCPHAIL MRS E R
ROCHESTER
GALLOWAY VICTOR H
ROUSSEAU JUNE C
ROSLYN
HORN A J
SARATOGA SPRING
FARRA RONALD F
SCHENECTADY
AGRESTA EDWIN A
SETTLE MRS DOROTHY G
STONY POINT
HOSTETTER J EDWIN
SYRACUSE
CHERTOW DORIS S
GIPSON PRISCILLA
HOOPLE ROBERT B
JACQUES WILLIAM M
ROSS JESSE
TROY
BOLGATZ ABRAHAM
W HEMPSTEAD
MARGIOTTA MRS JOSEPH
WESTBURY
BRODSKY SANFORD A
WHITE PLAINS
GOPLERUD STERLING C
JORDAN MRS FRANCES B
LETHBRIDGE ELLIOTT
YONKERS
CALVELLO SALVATORE A
CHERTOK MRS JOAN E
COHEN ABRAHAM
FALCONE MRS M
YORKTOWN HGTS
BYRNE FRANCIS J

NORTH CAROLINA

ASHEVILLE
SAWYER RAY E
CARY
SETLIFF A C
CHARLOTTE
SAUDER JOHN L
ELIZABETH CITY
COX ED
GARNER
ROLLINS TED R
GREENSBORO
WILLIAMS LOUIS
GREENVILLE
BRIGHT E B
HICKORY
PENLEY LARRY
LEXINGTON
BALLARD L H
MORGANTON
GREENE RICHARD N
PIERCY JR BROOKS E
RALEIGH
ADAIR J B
ADAMS DEWEY

BARRETT CHARLES M
HENDRIX ROBERT
RUSSELL GEORGE D
WEAVER FRANK B

SALISBURY

BOYLES G KEITH
EMERSON MADELYN

SANFORD

RICE SHEPHERD

WHITEVILLE

MCCLELLAND CLIFTON A

WILSON

DEL MASTRO S
FERRELL WM E

WINSTON-SALEM

ETHERIDGE RICHARD A
JACKSON MRS VELMA A

NORTH DAKOTA

FARGO

OLSON ROGER L
RUUD MRS JOSEPHINE B

GRAND FORKS

BURCHILL VICTOR
GUSTAFSON BEN G
JOHNSON ROBERT D
PENNINGTON J I
TUFTE O

MINOT

MEDALEN CURT

WAHPETON

BAKKEN ORLIN D

OHIO

AKRON

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HERBERT KENNETH J
HINSON LANTZ
MAGGIO CHARLES J
TOMASKI GEORGE T

ASHTABULA

REVELANT LOUIS

ATHENS

BLYTHE GARY W

BEAVER

BAPST HELEN

BEREA

ROYER J EUGENE

CANTON

TSARWHAS GEO G

CHARDON

PATTERSON PATSY A

CINCINNATI

BISHOP CENOLIA
FARRER JUANITA C
FINCH ROBERT E
FRANCIS BRITTYE L
GENTHER THEODORE S
HUTH WILLIAM J
MOSCHEL RALPH C
SCHEBOR CHAS
WANOUS E E

CLEVELAND

BECK KENNETH N
GEE WILLIAM P
HANNA M C
KRAMER ABRAHAM D
LENNON MRS SARA Z
MCKEE JANICE W
NEUBAUER JOHN A
RAMEY NORMA J
REYNARD CASSIL
WILDE ELLEN F

CLEVELAND HGTS

POLLOCK LAURA F

COLUMBUS

DOWLING WILLIAM D
HEPHNER THOMAS A
KESSLER KARL F
MILLER JAMES
MUNRO WILLIAM
NEWTON G B
OHLIGER JOHN
THATCHER DON E
VICARS JAMES M

COSHOCTON

LOOS CHESTER A

DAYTON

SNYDER PAUL C
TEMPLEHOF NORMAN

E CLEVELAND

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CONSTITUTION

National Association for Public Continuing and Adult Education

As amended December 9, 1969

ARTICLE I

Name

The name of the Association shall be "The National Association for Public Continuing and Adult Education" (NAPCAE).

ARTICLE II

Purpose and Objectives

The purpose of the Association shall be to give leadership to the development and implementation of public continuing and adult education. The Association shall not engage in any activity which would be inconsistent with the status of a business league or professional association as defined in Section 501 (c)(6) of the Internal Revenue Code of 1954 and any successor provision thereto.

ARTICLE III

Membership

1. Membership is open to all who support the purpose of the Association.
2. Each Active Member shall be entitled to one vote on each matter submitted to a vote of the membership.
3. The Membership Year shall begin on October 1.
4. Membership in the Association is neither transferable nor assignable.
5. Special membership categories entitling members to specific rights and privileges, which do not include the right to vote or hold office, may be established by the Board of Directors.

ARTICLE IV

Officers

1. The officers of the Association shall be a president, a president-elect, and a secretary-treasurer.
2. The president-elect shall succeed to the presidency and take office at the beginning of the business session of the annual meeting following his installation as president-elect.
3. The officers, other than the president, shall be elected annually by the Active Membership as provided in Article VI of this Constitution.
4. The officers shall take office at the beginning of the business session of the annual meeting following their election, and shall serve for a term of one (1) year, or until their successors are elected and qualified.
5. In the interim between elections, the President shall fill vacancies which may occur in any office for the unexpired term, except that in the event the president's office becomes vacant the president-elect shall succeed to the office. Completion of such a term as president shall not be a part of the regular one-year term as

president which the president-elect begins at the beginning of the next annual meeting.

6. The officers of the Association shall serve as officers of the Board of Directors.

7. The officers and the immediate past-president as a group shall serve as the Executive Committee of the Board of Directors, with responsibilities for submitting agenda for all meetings and with power to act for the Board of Directors during the interim between meetings of the Board of Directors. Such acts shall be subject to ratification by the Board of Directors.

ARTICLE V

Board of Directors

1. The Board of Directors shall consist of the officers of the Association, the immediate past-president, and twelve (12) directors elected at large, as provided in Article VI of this Constitution, each having one vote. At no time shall there be more than two past-presidents on the Board of Directors.

2. The terms of office of the twelve (12) elected directors shall be two (2) years. The elections shall be so staggered that six (6) directors shall be elected annually.

The directors shall take office at the beginning of the annual meeting following their election and shall serve on the Board until their successors have been qualified.

A director shall not serve for more than two (2) terms consecutively.

3. In the interim between elections, the president shall, by appointment, fill vacancies of Board members for the unexpired terms of the vacancy. Such appointments shall not be a part of the elected consecutive term of two (2) years.

4. The Board of Directors shall have a quorum as determined in the By-Laws, for the transaction of business.

The actions of a majority present at a meeting where a quorum is present are valid and binding.

Binding acts shall be taken by the Board of Directors either in meeting assembled or by mail vote ordered by the Executive Committee.

5. Meetings of the Board of Directors shall be held when called by the president, by seven (7) members of the Board, or by resolution of the Board itself.

When the president and president-elect, and the secretary-treasurer are absent, the Board members shall choose a chairman.

6. Notice of time and place of meetings of the Board of Directors shall be given to all members of the Board by mail or by telegram at least ten (10) days before the date of the meeting.

7. The Board of Directors shall have full power to adopt its own rules of procedure subject to this Constitution.

ARTICLE VI

Nominations and Elections

1. A Nominations and Elections Committee of Active NAPCAE Members shall be appointed by the Board of Directors, outside of its own membership, to supervise nomination and election procedures and to conduct elections. Members of this committee shall not be eligible to be candidates for office in the elections for which the committee is responsible.

2. Present members of the Board whose terms do not expire and who have been nominated for one of the two elective offices, will retain their places on

the Board of Directors in the event they are not elected to an office. In the event a mid-term member is elected to an office, the vacancy shall be filled by appointment by the incoming president.

ARTICLE VII

Committees

1. Standing and special committees shall be created by the Active Membership in a meeting assembled, or by the Board of Directors as needed.

The committees' powers, including the authority to act in behalf of the Association, shall be determined by the action creating the committee or later delegated to it, subject to this Constitution.

2. The chairman of all committees shall be appointed by the President with the exception of the Nominations and Elections Committee.

3. Unless specifically authorized by the Board of Directors to the contrary, the chairmen of all committees, except the Nominations and Elections Committee, shall be appointed for one (1) year corresponding with the terms of the appointing president. They shall be responsible directly to the president.

4. Individual committee members, except for Nominations and Elections Committee members, shall be appointed for one (1) year by the president.

ARTICLE VIII

Association Meetings

1. There shall be an annual meeting of the Association at a time and place designated by the Board of Directors. Fifty members present and qualified to vote shall constitute a quorum.

Additional meetings of the Association may be called by the president with the approval of the Board of Directors.

2. Robert's Rules of Order shall govern the conduct of the meetings of the Association.

ARTICLE IX

Books and Records

1. The Association shall keep current and complete records of its accounts and activities, and minutes of meetings of its Board of Directors and of the annual meeting of members.

2. The Association shall keep at the registered or principal office a record giving names and addresses of the members of the Association, the date of admission to membership, and the date upon which membership is terminated.

3. All books and records of the Association may be inspected by any Active Member, his agent, or attorney for any proper purpose at any reasonable time.

4. There shall be an annual audit of the financial records of the Association by a public accountant.

ARTICLE X

Dues

1. Dues, as determined in the By-Laws, shall be payable upon acceptance of the application for membership.

2. When any member shall be in default in the payment of dues for a period of two (2) months from beginning of the period when such dues become payable, his membership shall thereupon be terminated.

A member shall be reinstated upon payment of current dues.

ARTICLE XI

Powers and Duties of the Executive Secretary

The Executive Secretary shall be the chief executive officer of the Association. shall have immediate direction of the work of the Association staff, shall act as fiscal officer of the Association under the direction of the Board of Directors, be an ex-officio member of the Executive Committee, prepare an annual budget under the direction of the Executive Committee for presentation to the Board of Directors, make a financial report to the membership at the annual meeting of the Association, and perform such other duties as are specified by the Board of Directors.

ARTICLE XII

Fiscal Year

The Fiscal Year of the Association shall be determined by the Board of Directors.

ARTICLE XIII

Amendments

This Constitution may be amended or repealed, and a new Constitution be adopted by a majority vote of the Active Membership, voting in meeting assembled at any regular meeting, provided that notice is given to the Active Members by mail at least one (1) month before the voting takes place.

ARTICLE XIV

NEA Membership

1. As a national affiliate of the National Education Association, the Association encourages all Active Members to be members of the National Education Association.

2. All officers and elected members of the Board of Directors of the Association shall be members of the National Education Association.

3. No parts of the funds of the Association shall derive to the benefit of members, or individuals (except for the payment of reasonable compensation for services rendered).

ARTICLE XIV

Affiliation

Any state, territorial, regional, or national association for public continuing or adult education whose voting membership is consistent with Article III, Section 1, may apply to become an affiliate of NAPCAE by complying with requirements as specified in policies established by the NAPCAE Board of Directors.

BY-LAWS

ARTICLE I

Membership

1. Membership shall be classified as: Active, Associate, Institutional, and Emeritus.

2. An Active Member shall pay annual dues of $20 and shall have the right to hold office, vote, and be eligible for all rights and privileges of the Association.

3. An Associate Member shall pay annual dues of $5 and shall be entitled to such rights and privileges as determined by the Board of Directors.

4. An Institutional Membership shall pay annual dues of $50, receive two sets of regular publications and shall be entitled to designate one Active Member.

5. Emeritus Membership shall be confined to former Active Members who have retired.

An Emeritus Member shall pay annual dues of $5; shall be entitled to attend the annual conference without payment of a registration fee; receive the Association's publications as determined by the Board of Directors, and have all other rights and privileges of the Association except that of holding office.

6. Any member who resigns from the Association shall be entitled to the rights and privileges of the Association for the period covered by his dues.

ARTICLE II

Officers and Board of Directors Duties

1. The president shall serve as principal officer of the Association and as its representative to the public. He shall preside at all meetings of the Association and of the Board of Directors.

2. The president-elect shall perform such duties as shall be prescribed by the Board of Directors. The president-elect shall announce the individuals to be named as committee chairmen in advance of the annual meeting of the Association.

3. The secretary-treasurer shall supervise the preparation and distribution of the minutes of all meetings of the Association and of the Board of Directors.

4. The Board of Directors shall:
   - a) Manage the general affairs, property, and administrative operations of the Association.
   - b) Formulate, interpret and carry forward the policies of the Association.
   - c) Adopt an annual budget prepared by the executive secretary.
   - d) Receive and authorize the expenditure, within the limits of the budget, of such funds as are necessary for the work of the Association.
   - e) Report annually to the Active Membership on measures taken during the preceding year to carry out the Association's policies.
   - f) Allocate and assign executive and administrative duties and powers among such officers and employees as it may from time to time determine.
   - g) Carry out all instructions of the Active Membership agreed upon at the annual meeting of the Association.

5. Eight (8) members shall constitute a quorum for the transaction of business of the Board of Directors. In the event that less than a quorum is present, the majority of those members present may adjourn the meeting to a later time, without further official notice, as defined in Article V, Section 6 of this Constitution.

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ARTICLE III

Committees

1. The Nominations and Elections Committee shall consist of three (3) Active Members appointed by the Board of Directors and have the following duties:

a) Secure from the Active Membership nominating petitions for the president-elect, and nominations for the secretary-treasurer and six (6) directors of the Association, not less than seven (7) months before the annual business meeting.

b) Prepare election ballots and submit the ballots by mail to the Active Members of the Association, not less than five (5) months before the annual meeting.

c) Election results shall be certified to the Executive Secretary who shall announce the results to the Active Membership the month of May of the same year.

d) In the case of a tie in votes for officers, the Executive Committee shall break the tie.

2. Standing and special committees shall be appointed by the president. At least one member (1) of each of these committees should continue to serve—with the concurrence of the president-elect.

ARTICLE IV

Board of Directors

1. Rules of procedure governing the Board of Directors meeting shall be set and established by the Board members, subject to limitation of this Constitution.

ARTICLE V

Parliamentarian

1. A parliamentarian shall be selected by the Executive Committee to serve at the annual meeting.

ARTICLE VI

Qualifications of Candidates for NAPCAE Office

1. A candidate for NAPCAE office shall have been an Active Member in good standing of NAPCAE for at least (2) years prior to his candidacy. (See Article XIV, par. 2)

2. Candidates for NAPCAE office shall not use the NAPCAE insignia on campaign material nor seek a campaign endorsement from any NAPCAE officer, staff member, or member of the Board of Directors.

ARTICLE VII

Fiscal Year

1. The Fiscal Year of the Association shall be from June 1 to May 31.

ARTICLE VIII

Affiliates

1. All state associations affiliated with NAPCAE shall submit annual reports in such form as may be determined by the Board of Directors.

ARTICLE IX

Amendments

1. The By-Laws may be amended by the Board of Directors at any regular meeting, provided the text of the amendment is submitted to members of the Board not less than thirty (30) days in advance of such meeting. Such amendment is subject to ratification by action of the members at the next annual business meeting.

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